Take the first step toward your retirement

We can help you get started

08/06/2019

1 Start saving for retirement

What's the number one most important thing you can do when it comes to retirement? Here's a hint – it's very simple. **Get started.** We know that doesn't sound simple to some of you, so stick with us, it's easier than you think.

Pick one of these options to begin saving for retirement.

Visit
principal.com/welcome

or

Call for assistance
1-800-547-7754

or

Complete
the enclosed enrollment form

If you're still learning the ropes, use **My Virtual Coach** at **principal.com/ myvirtualcoach-enroll.** An online, interactive conversation that's like having a retirement assistant at your fingertips 24/7. Plus, it's pretty entertaining!

2 How much will you put aside today?

How you plan to live out your retirement determines how much you may need to save today. Are your goals to travel, downsize, or pay for your grandkids' college? Planning how much you need to put aside today can help ensure you have the funds needed for your future.

Still have enrollment questions? Register at **principal.com/enrollmentwebinar** for an upcoming Enrollment Webinar or watch a replay when it works for your schedule.

3 Select or review your plan's investments

As part of your employer's retirement plan, investment options are available for you to allocate money to. Make sure the investment options chosen are right for you while you're logged in. Not sure? **Asking these two 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 you put the money.

For a full listing of investment options, refer to the **Investment Option Summary** included. Unless you make a different investment election prior to your first contribution received by Principal, your contributions will be directed to the Plan's default investment option as selected by the plan sponsor.*

Find out your comfort level with risk by taking our investor profile quiz at **principal.com/investorprofilequiz**

*The plan's participant level default is: Principal LifeTime Hybrid CITs. 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.

Get the resources you need, when and where you want them

Once you've enrolled, log in to your account at **principal.com** to take advantage of these helpful resources.

Use My Virtual Coach to make complex topics and decisions less scary and easier to understand. It's like having a retirement assistant at your fingertips 24/7.

Get your **Retirement Wellness Score** to see if you're on track for the retirement you want. Then, head over to the **Retirement Wellness Planner** to visualize how your actions may impact your plans for retirement[1]

Stay up-to-date on your **investments** and explore our **investment information.**

Get education and insight with monthly webinars at **principal.com/learnnow** to help you make informed decisions on topics like tax strategies, retirement income, Social Security and more.

Manage your account on-the-go with text alerts and mobile account access from our app.

Give us a call at 800.547.7754, Monday through Friday from 7 a.m. – 9 p.m. Central Time.

About Target Date investment options:
Target date portfolios are managed toward a particular target date, or the approximate date the investor is expected to start withdrawing money from the portfolio. As each target date portfolio approaches its target date, the investment mix becomes more conservative by increasing exposure to generally more conservative investments and reducing exposure to typically more aggressive investments. Neither the principal nor the underlying assets of target date portfolios are guaranteed at any time, including the target date. Investment risk remains at all times. Asset allocation and diversification do not ensure a profit or protect against a loss. Be sure to see the relevant prospectus or offering document for full discussion of a target date investment option including determination of when the portfolio achieves its most conservative allocation.

[1] The Retirement Wellness Planner Information and Retirement Wellness Score are limited only to the inputs and other financial assumptions and is not intended to be a financial plan or investment advice from any company of the Principal Financial Group® or plan sponsor. This calculator only provides education which may be helpful in making personal financial decisions. Responsibility for those decisions is assumed by the participant, not the plan sponsor and not Principal®. Individual results will vary. Participants should regularly review their savings progress and post-retirement needs.

Principal Life Insurance Company
Des Moines, IA 50306-9394

Plan Summary

Am I eligible for Miller & Long Employees Combined Retirement Plan?

You are eligible to join the plan unless you are an employee who is:

- a leased employee
- an independent contractor or employee of an independent contractor

For salary deferral contributions, you may begin to participate in the plan if you:

- have completed 3 month(s) of service with the company

If you meet the above requirements, you may begin making salary deferral contributions immediately.

For Employer contributions, you may begin to participate in the plan if you:

- have completed 6 month(s) of service with the company

Once you meet the above requirements for employer contributions, you enter the plan on the next entry date.

From where do my contributions come from?

Contributions in general are from total pay from Miller & Long Co., Inc. including salary deferral contributions.

Your benefits representative can provide more detailed information.

Are there limits to my contributions?

You may choose to contribute up to 100% of your total pay.

Your taxable income is reduced by the amount you contribute pre-tax through salary deferral. This lets you reduce your taxable income.

Your maximum contribution percentage and/or dollar amount may also be limited by Internal Revenue Service regulations. Current employee contribution limits may be found by searching for 401(k) contribution limits on the Internal Revenue Service's website at www.irs.gov.

If you are 50 years old or older during the plan year and you have met the annual IRS deferral limit (or the specified plan limit for deferrals), you may contribute a catch-up deferral. If you qualify and are interested in making catch-up contributions, the current limit may be found on the Internal Revenue Service's website at www.irs.gov.

Plan Summary

Can I change my contributions to my employer's retirement plan?

You may stop making salary deferral contributions at any time. You may change your salary deferral amount daily. Changes will be implemented as soon as administratively feasible.

Employer contributions

Your employer will match 100% of the first 100% of the pay you contribute to the plan through salary deferral.

Employer matching contributions will not be more than $1,000.

Your employer has chosen not to match part of the pay you contribute to the plan through catch-up contributions.

Your employer may make a discretionary contribution at the end of the plan year if you meet the requirements below.

You will receive contributions if you are an active participant at any time during the plan year and you earned at least 1,000 hours during the latest accrual service period ending on or before the last day of the plan year.

Participants who retire, become totally disabled or die during the plan year will also receive these contributions as specified in the Summary Plan Description booklet.

Employer contributions may change in the future.

I have a retirement account with a previous employer. Can I combine the two?

You may be allowed to roll over into this plan all or a portion of the retirement funds you have outside this plan. You may then withdraw all or a portion of your rollover contributions. The number of withdrawals may be limited. Refer to your Summary Plan Description for more details.

To receive additional information, contact your Plan Administrator, visit us at principal.com or call 1-800-547-7754.

Plan Summary

When am I vested in the retirement plan funds?

You are always 100% vested in the contributions **you** choose to defer and in the employer matching contributions.

You are vested in employer contributions based on years of vesting service in which you worked at least 1,000 hours as shown below.

The vesting schedule is:

5.0 Years Graded Custom

< 1.0 Years	1.0 Years	2.0 Years	3.0 Years	4.0 Years	5.0 Years
0.00%	**10.00%**	**20.00%**	**40.00%**	**70.00%**	**100.00%**

The vesting schedule applies to the following contribution(s):

Employer Discretionary

Investment options

You are able to direct the investment of the retirement account balance by choosing among several investment options.

To make informed investment decisions, you should read the investment material (including prospectuses and offering documents if applicable) available on principal.com or from your plan sponsor.

You may also obtain this information by calling The Principal® at 1-800-547-7754.

You may elect the investment direction of all contributions to the retirement plan. Please see the Summary Plan Description for details.

For detailed information about your investment options, please visit us at principal.com or contact The Principal® at 1-800-547-7754.

Plan Summary

How often can I make changes to the investment options in the retirement plan?

- anytime

Note that when transferring existing balances from one investment option to another, redemption fees or restrictions on transfer frequency may apply. Refer to the redemption fee and transfer restriction policy at principal.com or contact your plan administrator.

Changes can be made through our automated system at 1-800-547-7754 or at principal.com.

How can I access my account information?

You may obtain account information through:

- Participant statement (quarterly)
- Call our automated phone system at 1-800-547-7754.
- Visit principal.com to access the account.

How are the fees for the retirement plan paid?

Your employer is paying a portion of the plan administrative expenses. Some plan administrative expenses reduce the credited investment return.

Can I take money from the plan?

Yes, you may receive funds from your account for the following reasons:

- Retirement (age 60)
- Age 59-1/2 and still working
- Death
- Disability*
- Termination of employment
- Financial hardship

Please refer to the participant notice or Summary Plan Description provided to you by your plan sponsor about withdrawal benefits.

*You must have ceased employment to receive this benefit.

Plan Summary

If I need to take a loan from the plan, what are the guidelines?

You may borrow up to 50% of the vested account balance or $50,000.00 (whichever is less). Amount available is reduced by an outstanding balance or by the highest outstanding balance in the past 12 months. This includes all loans (new loans taken in the past 12 months, loans paid off in the last 12 months, and all defaulted loan balances, no matter how old the loan).

The interest rate will be determined when you apply for your loan. You pay back both the principal and interest directly to the account held for you in the plan through payroll deduction.

Loans must be repaid within a 5-year period. However, if the loan is for the purchase of your primary residence, the repayment period can be up to 30-year(s). See your loan administrator for additional details.

Refer to your Summary Plan Description for more details on contributions available for a plan loan.

Other Information

Your salary deferral contributions are included in the wages used to determine your Social Security tax.

This plan summary includes a brief description of your employer's retirement plan features. While this plan summary outlines many of the major provisions of your employer's retirement plan, this summary does not provide you with every plan detail. The legal plan document, which governs this plan, provides full details. If there are any discrepancies between this plan summary and the legal plan document, the legal plan document will govern.

From time to time, your employer may elect to amend the retirement plan provisions. This plan summary may be updated to reflect proposed amendments to the plan document provisions. Until a plan amendment is adopted, however, the legal plan document will govern. Contact your plan sponsor if you would like more details regarding applicable retirement plan provisions.

Most withdrawals/distributions are subject to taxation and required withholding. Check with your financial/tax advisor on how this may affect you.

The Principal® is required by the IRS to withhold 20% of the portion of a distribution that is eligible for rollover if it is not directly rolled over to another eligible retirement plan, including an IRA, or used to purchase an annuity to be paid over a minimum period of the lesser of 10 years or the participant's life expectancy. This withholding will offset a portion of federal income taxes you owe on the distribution.

The retirement account may be affected differently by individual state taxation rules. Contact your tax advisor with questions.

Plan Summary

If you have questions about the retirement plan call 1-800-547-7754 Monday through Friday, 7 a.m. - 9 p.m. (Central time), to speak to a retirement specialist at The Principal®.

To learn more about The Principal®, visit principal.com.

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

Principal®

Principal Life Insurance Company
Des Moines, IA 50306-9394

Enrollment form

Miller & Long Employees Combined Retirement Plan
Contract/Plan ID Number: 5-32672
CTD01321

My personal information (please print with black ink)

Name

Last First MI

Phone number

- -

Home Mobile

Email address

Address

Street City State Zip Country

Social Security number

- -

Date of birth

/ /

Gender

Male Female

Marital status

Single Married

Expected retirement age

Original date of employment

/ /

NOTE: The email address you submit will be used for services provided by Principal Group®, unless otherwise elected. We will not provide your email to third parties. 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

Complete if you would like to consolidate retirement savings.

Yes! Help me roll over retirement savings from a previous employer's retirement plan. Call Principal at 1-800-547-7754, Monday - Friday, 7a.m. - 9 p.m. CT.

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. This will also apply for my current and future bonus pay.
- 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. This will also apply to my current and future bonus pay.
- I choose **not to contribute** to the retirement plan at this time.

My contributions

Annual Increase
(optional, but may help you stay on track)

In addition to electing to contribute a portion of my current and future pay per pay period, I would also like to automatically increase my contribution amount each year. I may opt out or change the annual increase at any time.

○ **Increase** my pre-tax salary deferral contribution by _____% or $_____ each year for the next _____ years **or** until my contribution totals ______% or $______.

This increase will be initiated each ______ (month/day) or the next date allowed by the plan.

[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 two choices** by checking the box(es) and completing the applicable information for your choice.

(If you are already enrolled and want to make changes to how future contributions are directed, visit principal.com or call 1-800-547-7754.)

Choice A: Quick Option — Principal LifeTime Hybrid CITs

○ I elect a **Quick Option — Principal LifeTime Hybrid CITs**

I understand contributions will be directed to the plan's Qualified Default Investment Alternative; one of the Principal LifeTime Hybrid CITs based on the plan's normal retirement date.[1] I have read the plan's QDIA notice and enclosed investment information related to this investment. **I do not want to make another investment election at this time, and this will be treated as my investment option direction.**

Still need help? Log into your account at principal.com for more investment options available to you through your employers retirement plan.

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

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

[1] Principal LifeTime Hybrid CITs are available as another way to use an asset allocation strategy that may be right for you. There are other investment options available under the retirement plan, and you should review them all. Reviewing all investment options can help you decide whether you wish to design your own mix of investment options. Please note that your contribution will be directed to the plan's QDIA - Principal LifeTime Hybrid CITs based on a particular target date or retirement date. If you would rather choose your own mix of investment options, you may do so by completing the Build My Own Portfolio section of this form or visiting principal.com.

Choice B: Build my own portfolio

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

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

	New contributions
Short-Term Fixed Income	
Fixed Income Guaranteed Option	______%
Fixed Income	
BlackRock Advisors, LLC	
BlackRock High Yield Bond K Fund	______%
Legg Mason Institutional Funds	
BrandywineGLOBAL Global Opportunities Bond IS Fund	______%
Principal Global Investors	
Income Separate Account [A]	______%
Balanced/Asset Allocation	
Multiple Sub-Advisors	
Principal LifeTime Hybrid Income CIT	______%
Principal LifeTime Hybrid 2010 CIT	______%
Principal LifeTime Hybrid 2015 CIT	______%
Principal LifeTime Hybrid 2020 CIT	______%
Principal LifeTime Hybrid 2025 CIT	______%
Principal LifeTime Hybrid 2030 CIT	______%
Principal LifeTime Hybrid 2035 CIT	______%
Principal LifeTime Hybrid 2040 CIT	______%
Principal LifeTime Hybrid 2045 CIT	______%
Principal LifeTime Hybrid 2050 CIT	______%
Principal LifeTime Hybrid 2055 CIT	______%
Principal LifeTime Hybrid 2060 CIT	______%
Principal LifeTime Hybrid 2065 CIT	______%
Large U.S. Equity	
Capital Research and Mgmt Co	
American Funds Washington Mutual Investors R6 Fund	______%
T. Rowe Price Associates, Inc.	
T. Rowe Price Blue Chip Growth I Fund	______%
Vanguard Group	
Vanguard Large Cap Index Admiral Fund	______%
Vanguard Total Stock Market Index Admiral Fund	______%
Small/Mid U.S. Equity	
Alger Mutual Funds	
Alger Small Cap Focus Z Fund	______%
Hartford Mutual Funds	
Hartford MidCap R6 Fund	______%
MFS Investment Management	
MFS New Discovery Value R6 Fund	______%
Vanguard Group	
Vanguard Mid Cap Index Admiral Fund	______%
Vanguard Small Cap Index Admiral Fund	______%
Wells Fargo Fund Management	
Wells Fargo Special Mid Cap Value R6 Fund	______%
International Equity	
Capital Research and Mgmt Co	
American Funds EuroPacific Growth R6 Fund	______%

My investment choices

	New contributions
American Funds SMALLCAP World R6 Fund	______%
Vanguard Group	
Vanguard Total International Stock Index Admiral Fund	______%
Wells Fargo Fund Management	
Wells Fargo Emerging Markets Equity R6 Fund	______%
Other	
Temporary Illiquid Plan A Assets	______%
TOTAL of all lines:	**100 %**

Your investment election will be effective when it is received in the Corporate Center of Principal by the close of market. Forms received after the close of market will be processed on the next open market date. If no investment election is received, or contributions are received prior to your investment election, contributions will be directed according to the plan's default investment alternative(s): Principal LifeTime Hybrid CIT 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

The subject matter in this communication is educational only and provided with the understanding that Principal® is not rendering legal, accounting, or tax advice. You should consult with appropriate counsel or other advisors on all matters pertaining to legal, tax, or accounting obligations and requirements.

[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, 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.

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

Insurance products and plan administrative services are provided through Principal Life Insurance Co., a member of the Principal Financial Group®, Des Moines, IA 50392. Certain investment options and contract riders may not be available in all states or U.S. commonwealths.

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

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 savings[1]

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 70½

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.

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

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

Continued on next page

Keep savings in your former employer's plan (continued)

Advantages

- 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

- 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 with your former employer's plan administrator 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 70½ 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 with your former employer's plan administrator 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?

*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.

Insurance products and plan administrative services provided through Principal Life Insurance Co., a member of the Principal Financial Group® Des Moines, IA 50392.

Principal Life Insurance Company
Des Moines, IA 50306-9394

Rollover Form

Miller & Long Employees Combined Retirement Plan
Contract/Plan ID Number: 5-32672

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 ________________________ Last First MI

Date of Birth ___ / ___ / ___

Social Security Number ___ - ___ - ___

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 competed 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.

Contract/Plan ID Number: 5-32672

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): Principal Lifetime Hybrid CIT 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, 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 (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 (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 5-32672

Checks must be made payable to:
Principal Trust Company
FBO: <Your Name>
Contract/Plan ID Number 5-32672

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 5-32672

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.

PG4689-12 | 12/2016 | t16101808bq

Principal®

Principal Life Insurance Company
Des Moines, IA 50306-9394

Beneficiary form

Miller & Long Employees Combined Retirement Plan

Retirement plan beneficiary designation without QPSA requirement

Contract/Plan ID Number: 5-32672
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 ____
Last First MI

Phone number _____ - _____ - ________

Social Security number _____ - _____ - ________

Address ____
Street City State Zip

Email address ________________________________

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 plan representative or notary public)

X____

Date ______ / ______ / _______

The spouse appeared before me and signed the consent on: ______ / ______ / _______

Plan Representative or Notary Public Signature X____

Date ______ / ______ / _______

○ (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 spouse cannot be located.

Plan Representative Signature

X____

Date ______ / ______ / _______

Beneficiary form

Naming my beneficiary(ies)

Contract/Plan ID Number: 5-32672

Before completing, please read the instructions, examples and Qualified Preretirement Survivor Annuity notice information 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**

Name change

Change my name from:	**Change my name to:**	**Date**
		/ /

Reason: ○ Married ○ Divorce ○ Other - provide reason: ____________________

My signature

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

My signature (required)

X ______________________________

Date

/ /

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

Contract/Plan ID Number: 5-32672

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	###-##-####	XXXXXXXXXXX	100%
Two primary beneficiaries	Jane J. Doe John J. Doe or to the survivor	Mother Father	###-##-#### ###-##-####	XXXXXXXXXXX XXXXXXXXXXX	50% 50%
One primary beneficiary and one contingent	Jane J. Doe if living; otherwise to John J. Doe	Spouse Son	###-##-#### ###-##-####	XXXXXXXXXXX XXXXXXXXXXX	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)		XXXXXXXXXXX	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			XXXXXXXXXXX	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	###-##-#### ###-##-#### ###-##-####	XXXXXXXXXXX XXXXXXXXXXX XXXXXXXXXXX	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 in 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.				

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 elect 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.

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.

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Important Participant Notice Regarding Qualified Default Investment Alternative

MILLER & LONG CO., INC.
7101 WISCONSIN AVE
SUITE 800
BETHESDA, MD 20814-4827
(301) 657-8000

You have the right to direct the investment of retirement plan contributions among the investment options 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 www.principal.com.

Investment Option 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 the 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 to the applicable Principal LifeTime Hybrid Collective Investment Fund based on the definition of normal retirement date under the plan. Your directions must be received at the Corporate Center of Principal Life Insurance Company.

See the table below to identify the Principal LifeTime Hybrid Collective Investment Fund (CIT) that will apply based on your current age and when you will reach the plan's normal retirement date. For information on how you may make an investment direction election, please see the "Right to Direct" section below.

Normal Retirement Date	**Principal LifeTime Hybrid CITs**
2004 or earlier	Principal LifeTime Hybrid Income CIT
Between 2005 and end of 2012	Principal LifeTime Hybrid 2010 CIT
Between 2013 and end of 2017	Principal LifeTime Hybrid 2015 CIT
Between 2018 and end of 2022	Principal LifeTime Hybrid 2020 CIT
Between 2023 and end of 2027	Principal LifeTime Hybrid 2025 CIT
Between 2028 and end of 2032	Principal LifeTime Hybrid 2030 CIT
Between 2033 and end of 2037	Principal LifeTime Hybrid 2035 CIT
Between 2038 and end of 2042	Principal LifeTime Hybrid 2040 CIT
Between 2043 and end of 2047	Principal LifeTime Hybrid 2045 CIT
Between 2048 and end of 2052	Principal LifeTime Hybrid 2050 CIT
Between 2053 and end of 2057	Principal LifeTime Hybrid 2055 CIT
Between 2058 and end of 2062	Principal LifeTime Hybrid 2060 CIT
2063 or later	Principal LifeTime Hybrid 2065 CIT

Note: Neither the principal nor the underlying assets of the Principal LifeTime Hybrid CITs are guaranteed at any time, including the target date. Investment risk remains at all times.

Please see the description below and attached investment information or the Investment Option Summary included in the enrollment workbook for important information about the Principal LifeTime Hybrid Collective Investment Fund that will apply as the default investment option. You will find information including, but not limited to, related objectives, risk and return characteristics, fees and expenses and certain affiliations of Principal Global Investors Trust Company and the investment advisor Principal Global Investors, LLC.

Principal LifeTime Hybrid Collective Investment Funds (CITs) may invest in various types of investments including underlying Principal Funds Inc., mutual funds and each is managed toward a particular target (retirement) date, or the approximate date the participant or investor starts withdrawing money. As each Principal LifeTime Hybrid CIT approaches its target date, the investment mix becomes more conservative by increasing exposure to generally more conservative investment options and reducing exposure to typically more aggressive investment options. The asset allocation for each Principal LifeTime Hybrid CIT is regularly re-adjusted within a time frame that extends 10-15 years beyond the target date, at which point it reaches its most conservative allocation. Principal LifeTime Hybrid CITs assume the value of the investor's account will be withdrawn gradually during retirement.

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 www.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 expenses[1] for a 90-day period, unless the fees and expenses are charged on an ongoing basis for the operation of the investment[2]. 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 www.principal.com or contact:

MIKE SIMPSON, CHIEF EMPLOYEE BENEFITS
7101 WISCONSIN
SUITE 800
BETHESDA, MD 20814-4827
(301)657-8000
mikesimpson@millerandlong.com

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[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

02/19/2019

The retirement savings plan offered by MILLER & LONG CO., INC is a great way to help you save for the life you want in retirement. Miller & Long Employees Combined Retirement 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:

MILLER & LONG CO., INC.
7101 WISCONSIN AVE
SUITE 800
BETHESDA, MD 20814-4827
301-657-8000

Information about ERISA Section 404(c)

The Employee Retirement Income Security Act (ERISA) provides rules on the investment of retirement funds. MILLER & LONG CO., INC 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.

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.

You may not direct contributions or investment transfers into Temporary Illiquid Plan A Assets for Employer Match in M, Rollover, Employer Other, Employer Discretionary, Elective Deferral, and Elective Deferral Catch Up.

You may not transfer retirement funds out of Temporary Illiquid Plan A Assets for Employer Match in M, Rollover, Employer Other, Employer Discretionary, Elective Deferral, and Elective Deferral Catch Up.

You may only direct a maximum of 0% of Elective Deferral, Employer Match in M, Employer Discretionary, Rollover, Employer Other, and Elective Deferral Catch Up into the Temporary Illiquid Plan A Assets.

To transfer retirement funds, 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+

An annual Plan administrative expense of 0.16% applies to your account balance. One-twelfth of the total amount will be deducted from your account balance each month. Any remaining expense(s) will be paid by MILLER & LONG CO., INC.

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 setup fee:** $100.00
- **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.

+ 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.

Delivery of statements

This is a notice that your benefit statements are provided quarterly and are available by logging in to your account at **principal.com**. The statement includes any fees deducted on your retirement account and is being delivered electronically based on your continuous access to the website. You have the right to receive paper statements, free of charge, which you can elect that preference under your account, or by calling 800.547.7754 Monday through Friday, 7 a.m.-9 p.m. CT.

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.

PT249H | 449412-052018 | 6/2018

Investment Option Summary

As of 12/31/2018

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.

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: **World Bond**

Inv Manager or Sub-Advisor: **Legg Mason Institutional Funds**

Investment Option Name	Average Annual Total Return										
BrandywineGLOBAL Global Opportunities Bond IS Fund [4]	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-4.90	**-4.90**	**4.06**	**1.84**	**5.80**	**4.77**	**-4.90**	**1.84**	**5.80**	**4.77**	**11/2006**
Benchmark: **Citigroup Non-$ World Govt Bond Index**	-1.82	-1.82	3.32	0.28	1.27	-	-1.82	0.28	1.27	-	-

Description: The investment seeks to maximize total return consisting of income and capital appreciation. The fund normally invests at least 80% of its net assets in fixed income securities of issuers located in developed market countries. It will invest in both investment grade and below investment grade fixed income securities, and the advisor intends to invest less than 35% of its net assets in below investment grade fixed income securities (commonly known as "high yield debt" or "junk bonds"). The fund may invest up to 25% of its net assets in convertible debt securities. It is non-diversified.

Composition (% of Assets) as of 09/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	1.99	Non-U.S. Bonds	57.88	Total Inv Exp Net %	0.58	-
U.S. Bonds	40.12			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: **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: **High Yield Bond**

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

Investment Option Name	Average Annual Total Return										
BlackRock High Yield Bond K Fund 5,10,16,19	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-2.75	**-2.75**	**6.29**	**3.57**	**11.08**	**7.08**	**-2.75**	**3.57**	**11.08**	**7.08**	**11/1998**
Benchmark: **Merrill Lynch U.S. High Yield Master II Index**	-2.26	-2.26	7.27	3.82	10.99	-	-2.26	3.82	10.99	-	-

Description: The investment seeks to maximize total return, consistent with income generation and prudent investment management. The fund invests primarily in non-investment grade bonds with maturities of ten years or less. It normally invests at least 80% of its assets in high yield bonds. The fund may invest up to 30% of its assets in non-dollar denominated bonds of issuers located outside of the United States. Its investment in non-dollar denominated bonds may be on a currency hedged or unhedged basis. The fund may also invest in convertible and preferred securities.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	2.44	U.S. Stocks	1.69	Total Inv Exp Net %	0.54	-
Non-U.S. Stocks	0.55	Non-U.S. Bonds	19.03	Contractual Cap Expiration Date	N/A	
Convertibles	1.01	Preferred	0.51	Waiver Expiration Date	N/A	
U.S. Bonds	74.73	Other	0.06	Total Inv Exp Gross %	0.54	
				Total Inv Exp Gross Per $1,000 Invested	$5.40	
				Redemption Fee	-	

Investment Category: **Intermediate-Term Bond**

Inv Manager or Sub-Advisor: **Principal Global Investors**

Investment Option Name	Average Annual Total Return										
Income Separate Account A,3,6,10,16,25,F	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	0.38	**0.38**	**3.61**	**3.09**	**6.08**	**7.64**	**0.38**	**3.09**	**6.08**	**7.64**	**6/2009**
Benchmark: **Bloomberg Barclays Aggregate Bond Index**	0.01	0.01	2.06	2.52	3.48	-	0.01	2.52	3.48	-	-

Description: The investment seeks to provide a high level of current income consistent with preservation of capital. The fund invests primarily in a diversified pool of fixed-income securities including corporate securities, U.S. government securities, and mortgage-backed securities. The fund may invest up to 35% of its assets in below investment grade bonds which are rated at the time of purchase Ba1 or lower by Moody's and BB+ or lower by S&P Global. It maintains an average portfolio duration that is within from 75% to 125% of the duration of the Bloomberg Barclays U.S. Aggregate Bond Index.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	0.73	U.S. Stocks	1.32	Total Inv Exp Net %	0.28	1/30 day period
Non-U.S. Bonds	3.27	Convertibles	0.96	Contractual Cap Expiration Date	02/28/2019	
U.S. Bonds	93.72			Waiver Expiration Date	02/28/2019	
				Total Inv Exp Gross %	0.28	
				Total Inv Exp Gross Per $1,000 Invested	$2.80	
				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: **Target-Date Retirement**

Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

Investment Option Name	Average Annual Total Return										
Principal LifeTime Hybrid Income CIT 8,16,17,18,20,21,22,23,24	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-2.79	**-2.79**	**3.11**	**2.72**	**-**	**5.35**	**-2.79**	**2.72**	**-**	**5.35**	**7/2009**
Benchmark: **S&P Target Date Retirement Income Index**	-2.54	-2.54	3.57	3.06	5.31	-	-2.54	3.06	5.31	-	-
Benchmark: **Morningstar Lifetime Moderate Income Index**	-2.20	-2.20	4.01	2.94	5.88	-	-2.20	2.94	5.88	-	-

Description: The investment option seeks current income and, as a secondary objective, capital appreciation. To pursue its goal, this Target Date Fund generally invests in affiliated and may invest in nonaffiliated open-ended mutual funds, insurance company separate accounts, and collective trust funds that Principal Trust considers appropriate based on investors who have reached their investment time horizon.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	-0.19	U.S. Stocks	15.56	Total Inv Exp Net %	0.30	-
Non-U.S. Stocks	6.45	Non-U.S. Bonds	5.19	Contractual Cap Expiration Date	N/A	
Convertibles	0.09	U.S. Bonds	72.64	Waiver Expiration Date	N/A	
Other	0.25			Total Inv Exp Gross %	0.30	
				Total Inv Exp Gross Per $1,000 Invested	$3.00	
				Redemption Fee	-	

Investment Category: **Target-Date 2000-2010**

Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

Investment Option Name	Average Annual Total Return										
Principal LifeTime Hybrid 2010 CIT 8,16,17,18,20,21,22,23,24	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-3.80	**-3.80**	**3.94**	**3.28**	**-**	**7.58**	**-3.80**	**3.28**	**-**	**7.58**	**7/2009**
Benchmark: **S&P Target Date 2010 Index**	-3.10	-3.10	4.08	3.40	6.24	-	-3.10	3.40	6.24	-	-
Benchmark: **Morningstar Lifetime Moderate 2010 Index**	-2.97	-2.97	4.47	3.37	6.96	-	-2.97	3.37	6.96	-	-

Description: The investment option seeks a total return consisting of long-term growth of capital and current income. To pursue its goal, this Target Date Fund generally invests in affiliated open-ended mutual funds, insurance company separate accounts, unaffiliated mutual funds, and unaffiliated collective trust funds that Principal Trust considers appropriate based on the remaining time horizon of a particular Target Date Fund.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	-0.48	U.S. Stocks	22.01	Total Inv Exp Net %	0.30	-
Non-U.S. Stocks	9.42	Non-U.S. Bonds	4.45	Contractual Cap Expiration Date	N/A	
Convertibles	0.08	U.S. Bonds	64.24	Waiver Expiration Date	N/A	
Other	0.27			Total Inv Exp Gross %	0.30	
				Total Inv Exp Gross Per $1,000 Invested	$3.00	
				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: **Target-Date 2015**

Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

Investment Option Name	Average Annual Total Return										
Principal LifeTime Hybrid 2015 CIT [8,16,17,18,20,21,22,23,24]	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-4.63	**-4.63**	**4.39**	**3.60**	**-**	**8.35**	**-4.63**	**3.60**	**-**	**8.35**	**7/2009**
Benchmark: **S&P Target Date 2015 Index**	-3.67	-3.67	4.57	3.79	7.11	-	-3.67	3.79	7.11	-	-
Benchmark: **Morningstar Lifetime Moderate 2015 Index**	-3.54	-3.54	4.79	3.61	7.55	-	-3.54	3.61	7.55	-	-

Description: The investment option seeks a total return consisting of long-term growth of capital and current income. To pursue its goal, this Target Date Fund generally invests in affiliated open-ended mutual funds, insurance company separate accounts, unaffiliated mutual funds, and unaffiliated collective trust funds that Principal Trust considers appropriate based on the remaining time horizon of a particular Target Date Fund.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	-0.31	U.S. Stocks	27.53	Total Inv Exp Net %	0.30	-
Non-U.S. Stocks	12.06	Non-U.S. Bonds	3.92	Contractual Cap Expiration Date	N/A	
Convertibles	0.08	U.S. Bonds	56.43	Waiver Expiration Date	N/A	
Other	0.29			Total Inv Exp Gross %	0.30	
				Total Inv Exp Gross Per $1,000 Invested	$3.00	
				Redemption Fee	-	

Investment Category: **Target-Date 2020**

Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

Investment Option Name	Average Annual Total Return										
Principal LifeTime Hybrid 2020 CIT [8,16,17,18,20,21,22,23,24]	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-5.64	**-5.64**	**4.79**	**3.99**	**-**	**9.06**	**-5.64**	**3.99**	**-**	**9.06**	**7/2009**
Benchmark: **S&P Target Date 2020 Index**	-4.16	-4.16	5.05	4.10	7.86	-	-4.16	4.10	7.86	-	-
Benchmark: **Morningstar Lifetime Moderate 2020 Index**	-4.16	-4.16	5.18	3.87	8.27	-	-4.16	3.87	8.27	-	-

Description: The investment option seeks a total return consisting of long-term growth of capital and current income. To pursue its goal, this Target Date Fund generally invests in affiliated open-ended mutual funds, insurance company separate accounts, unaffiliated mutual funds, and unaffiliated collective trust funds that Principal Trust considers appropriate based on the remaining time horizon of a particular Target Date Fund.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	0.04	U.S. Stocks	34.32	Total Inv Exp Net %	0.30	-
Non-U.S. Stocks	15.09	Non-U.S. Bonds	3.33	Contractual Cap Expiration Date	N/A	
Convertibles	0.08	U.S. Bonds	46.84	Waiver Expiration Date	N/A	
Other	0.31			Total Inv Exp Gross %	0.30	
				Total Inv Exp Gross Per $1,000 Invested	$3.00	
				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: **Target-Date 2025**

Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

Investment Option Name	Average Annual Total Return										
Principal LifeTime Hybrid 2025 CIT 8,16,17,18,20,21,22,23,24	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-6.28	**-6.28**	**5.24**	**4.33**	**-**	**9.60**	**-6.28**	**4.33**	**-**	**9.60**	**7/2009**
Benchmark: **S&P Target Date 2025 Index**	-5.02	-5.02	5.46	4.31	8.46	-	-5.02	4.31	8.46	-	-
Benchmark: **Morningstar Lifetime Moderate 2025 Index**	-4.90	-4.90	5.69	4.16	9.05	-	-4.90	4.16	9.05	-	-

Description: The investment option seeks a total return consisting of long-term growth of capital and current income. To pursue its goal, this Target Date Fund generally invests in affiliated open-ended mutual funds, insurance company separate accounts, unaffiliated mutual funds, and unaffiliated collective trust funds that Principal Trust considers appropriate based on the remaining time horizon of a particular Target Date Fund.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	0.40	U.S. Stocks	40.50	Total Inv Exp Net %	0.30	-
Non-U.S. Stocks	17.63	Non-U.S. Bonds	2.82	Contractual Cap Expiration Date	N/A	
Convertibles	0.07	U.S. Bonds	38.25	Waiver Expiration Date	N/A	
Other	0.33			Total Inv Exp Gross %	0.30	
				Total Inv Exp Gross Per $1,000 Invested	$3.00	
				Redemption Fee	-	

Investment Category: **Target-Date 2030**

Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

Investment Option Name	Average Annual Total Return										
Principal LifeTime Hybrid 2030 CIT 8,16,17,18,20,21,22,23,24	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-7.15	**-7.15**	**5.52**	**4.57**	**-**	**10.04**	**-7.15**	**4.57**	**-**	**10.04**	**7/2009**
Benchmark: **S&P Target Date 2030 Index**	-5.99	-5.99	5.77	4.50	8.96	-	-5.99	4.50	8.96	-	-
Benchmark: **Morningstar Lifetime Moderate 2030 Index**	-5.82	-5.82	6.26	4.44	9.74	-	-5.82	4.44	9.74	-	-

Description: The investment option seeks a total return consisting of long-term growth of capital and current income. To pursue its goal, this Target Date Fund generally invests in affiliated open-ended mutual funds, insurance company separate accounts, unaffiliated mutual funds, and unaffiliated collective trust funds that Principal Trust considers appropriate based on the remaining time horizon of a particular Target Date Fund.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	0.62	U.S. Stocks	46.08	Total Inv Exp Net %	0.30	-
Non-U.S. Stocks	20.29	Non-U.S. Bonds	2.28	Contractual Cap Expiration Date	N/A	
Convertibles	0.07	U.S. Bonds	30.34	Waiver Expiration Date	N/A	
Other	0.33			Total Inv Exp Gross %	0.30	
				Total Inv Exp Gross Per $1,000 Invested	$3.00	
				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: **Target-Date 2035**

Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

Investment Option Name	Average Annual Total Return										
Principal LifeTime Hybrid 2035 CIT 8,16,17,18,20,21,22,23,24	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-7.79	**-7.79**	**5.78**	**4.77**	**-**	**10.41**	**-7.79**	**4.77**	**-**	**10.41**	**7/2009**
Benchmark: **S&P Target Date 2035 Index**	-6.88	-6.88	6.08	4.69	9.38	-	-6.88	4.69	9.38	-	-
Benchmark: **Morningstar Lifetime Moderate 2035 Index**	-6.82	-6.82	6.72	4.61	10.17	-	-6.82	4.61	10.17	-	-

Description: The investment option seeks a total return consisting of long-term growth of capital and current income. To pursue its goal, this Target Date Fund generally invests in affiliated open-ended mutual funds, insurance company separate accounts, unaffiliated mutual funds, and unaffiliated collective trust funds that Principal Trust considers appropriate based on the remaining time horizon of a particular Target Date Fund.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	1.37	U.S. Stocks	52.15	Total Inv Exp Net %	0.30	-
Non-U.S. Stocks	22.71	Non-U.S. Bonds	1.88	Contractual Cap Expiration Date	N/A	
Convertibles	0.03	U.S. Bonds	21.72	Waiver Expiration Date	N/A	
Other	0.14			Total Inv Exp Gross %	0.30	
				Total Inv Exp Gross Per $1,000 Invested	$3.00	
				Redemption Fee	-	

Investment Category: **Target-Date 2040**

Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

Investment Option Name	Average Annual Total Return										
Principal LifeTime Hybrid 2040 CIT 8,16,17,18,20,21,22,23,24	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-8.45	**-8.45**	**5.96**	**4.90**	**-**	**10.69**	**-8.45**	**4.90**	**-**	**10.69**	**7/2009**
Benchmark: **S&P Target Date 2040 Index**	-7.41	-7.41	6.33	4.82	9.68	-	-7.41	4.82	9.68	-	-
Benchmark: **Morningstar Lifetime Moderate 2040 Index**	-7.65	-7.65	6.98	4.65	10.32	-	-7.65	4.65	10.32	-	-

Description: The investment option seeks a total return consisting of long-term growth of capital and current income. To pursue its goal, this Target Date Fund generally invests in affiliated open-ended mutual funds, insurance company separate accounts, unaffiliated mutual funds, and unaffiliated collective trust funds that Principal Trust considers appropriate based on the remaining time horizon of a particular Target Date Fund.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	1.44	U.S. Stocks	56.57	Total Inv Exp Net %	0.30	-
Non-U.S. Stocks	24.30	Non-U.S. Bonds	1.40	Contractual Cap Expiration Date	N/A	
Convertibles	0.02	U.S. Bonds	16.13	Waiver Expiration Date	N/A	
Other	0.15			Total Inv Exp Gross %	0.30	
				Total Inv Exp Gross Per $1,000 Invested	$3.00	
				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: **Target-Date 2045**

Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

Investment Option Name	Average Annual Total Return										
Principal LifeTime Hybrid 2045 CIT 8,16,17,18,20,21,22,23,24	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-8.93	**-8.93**	**6.09**	**5.00**	**-**	**10.95**	**-8.93**	**5.00**	**-**	**10.95**	**7/2009**
Benchmark: **S&P Target Date 2045 Index**	-7.74	-7.74	6.51	4.91	9.88	-	-7.74	4.91	9.88	-	-
Benchmark: **Morningstar Lifetime Moderate 2045 Index**	-8.17	-8.17	7.05	4.60	10.32	-	-8.17	4.60	10.32	-	-

Description: The investment option seeks a total return consisting of long-term growth of capital and current income. To pursue its goal, this Target Date Fund generally invests in affiliated open-ended mutual funds, insurance company separate accounts, unaffiliated mutual funds, and unaffiliated collective trust funds that Principal Trust considers appropriate based on the remaining time horizon of a particular Target Date Fund.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	1.51	U.S. Stocks	59.87	Total Inv Exp Net %	0.30	-
Non-U.S. Stocks	25.82	Non-U.S. Bonds	1.01	Contractual Cap Expiration Date	N/A	
Convertibles	0.02	U.S. Bonds	11.63	Waiver Expiration Date	N/A	
Other	0.15			Total Inv Exp Gross %	0.30	
				Total Inv Exp Gross Per $1,000 Invested	$3.00	
				Redemption Fee	-	

Investment Category: **Target-Date 2050**

Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

Investment Option Name	Average Annual Total Return										
Principal LifeTime Hybrid 2050 CIT 8,16,17,18,20,21,22,23,24	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-9.27	**-9.27**	**6.25**	**5.10**	**-**	**10.96**	**-9.27**	**5.10**	**-**	**10.96**	**7/2009**
Benchmark: **S&P Target Date 2050 Index**	-7.94	-7.94	6.68	5.01	10.02	-	-7.94	5.01	10.02	-	-
Benchmark: **Morningstar Lifetime Moderate 2050 Index**	-8.41	-8.41	7.05	4.51	10.27	-	-8.41	4.51	10.27	-	-

Description: The investment option seeks a total return consisting of long-term growth of capital and current income. To pursue its goal, this Target Date Fund generally invests in affiliated open-ended mutual funds, insurance company separate accounts, unaffiliated mutual funds, and unaffiliated collective trust funds that Principal Trust considers appropriate based on the remaining time horizon of a particular Target Date Fund.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	1.54	U.S. Stocks	62.46	Total Inv Exp Net %	0.30	-
Non-U.S. Stocks	26.90	Non-U.S. Bonds	0.73	Contractual Cap Expiration Date	N/A	
Convertibles	0.01	U.S. Bonds	8.21	Waiver Expiration Date	N/A	
Other	0.16			Total Inv Exp Gross %	0.30	
				Total Inv Exp Gross Per $1,000 Invested	$3.00	
				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: **Target-Date 2055**

Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

Investment Option Name	Average Annual Total Return										
Principal LifeTime Hybrid 2055 CIT 8,16,17,18,20,21,22,23,24	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-9.65	**-9.65**	**6.25**	**5.12**	**-**	**11.06**	**-9.65**	**5.12**	**-**	**11.06**	**7/2009**
Benchmark: **S&P Target Date 2055 Index**	-7.97	-7.97	6.82	5.07	10.16	-	-7.97	5.07	10.16	-	-
Benchmark: **Morningstar Lifetime Moderate 2055 Index**	-8.57	-8.57	7.04	4.42	10.19	-	-8.57	4.42	10.19	-	-

Description: The investment option seeks a total return consisting of long-term growth of capital and current income. To pursue its goal, this Target Date Fund generally invests in affiliated open-ended mutual funds, insurance company separate accounts, unaffiliated mutual funds, and unaffiliated collective trust funds that Principal Trust considers appropriate based on the remaining time horizon of a particular Target Date Fund.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	1.56	U.S. Stocks	64.35	Total Inv Exp Net %	0.30	-
Non-U.S. Stocks	27.82	Non-U.S. Bonds	0.52	Contractual Cap Expiration Date	N/A	
Convertibles	0.01	U.S. Bonds	5.58	Waiver Expiration Date	N/A	
Other	0.16			Total Inv Exp Gross %	0.30	
				Total Inv Exp Gross Per $1,000 Invested	$3.00	
				Redemption Fee	-	

Investment Category: **Target-Date 2060+**

Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

Investment Option Name	Average Annual Total Return										
Principal LifeTime Hybrid 2060 CIT 8,9,16,17,18,20,21,22,23,24	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-9.83	**-9.83**	**6.25**	**5.27**	**-**	**5.27**	**-9.83**	**5.27**	**-**	**5.27**	**1/2014**
Benchmark: **S&P Target Date 2060+ Index**	-7.95	-7.95	6.95	5.12	-	-	-7.95	5.12	-	-	-
Benchmark: **Morningstar Lifetime Moderate 2060 Index**	-8.69	-8.69	7.02	4.34	10.22	-	-8.69	4.34	10.22	-	-

Description: The investment option seeks a total return consisting of long-term growth of capital and current income consistent with the investment strategy of an investor who expects to retire in the year identified in each respective CIT's name. To pursue its goal, this Target Date CIT generally invests in other open-ended mutual funds, insurance company separate accounts and collective trust funds that PGI Trust Company considers appropriate based on the remaining time horizon of a particular CIT and the expected risk tolerance of those investors associated with that time horizon. Over time, Principal Global Investors Trust Company intends to gradually shift the asset allocation targets of each CIT (other than the Principal LifeTime Hybrid Income CIT) to accommodate investors progressing from asset accumulation years to income generation years. It is expected that within 15 years after its target year, a CIT's underlying fund allocation will match that of the Principal LifeTime Hybrid Income CIT.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	1.57	U.S. Stocks	65.08	Total Inv Exp Net %	0.30	-
Non-U.S. Stocks	28.48	Non-U.S. Bonds	0.42	Contractual Cap Expiration Date	N/A	
Convertibles	0.01	U.S. Bonds	4.29	Waiver Expiration Date	N/A	
Other	0.16			Total Inv Exp Gross %	0.30	
				Total Inv Exp Gross Per $1,000 Invested	$3.00	
				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: **Target-Date 2060+**

Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

Investment Option Name	Average Annual Total Return										
Principal LifeTime Hybrid 2065 CIT 8,9,16,17,18,20,21,22,23,24	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-	-	-	-	-	**-10.80**	-	-	-	**-10.80**	**1/2018**
Benchmark: **S&P Target Date 2060+ Index**	-7.95	-7.95	6.95	5.12	-	-	-7.95	5.12	-	-	-
Benchmark: **Morningstar Lifetime Moderate 2060 Index**	-8.69	-8.69	7.02	4.34	10.22	-	-8.69	4.34	10.22	-	-

Description: The investment option seeks a total return consisting of long-term growth of capital and current income consistent with the investment strategy of an investor who expects to retire in the year identified in each respective CIT's name. To pursue its goal, this Target Date CIT generally invests in other open-ended mutual funds, insurance company separate accounts and collective trust funds that PGI Trust Company considers appropriate based on the remaining time horizon of a particular CIT and the expected risk tolerance of those investors associated with that time horizon. Over time, Principal Global Investors Trust Company intends to gradually shift the asset allocation targets of each CIT (other than the Principal LifeTime Hybrid Income CIT) to accommodate investors progressing from asset accumulation years to income generation years. It is expected that within 15 years after its target year, a CIT's underlying fund allocation will match that of the Principal LifeTime Hybrid Income CIT.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	1.57	U.S. Stocks	65.16	Total Inv Exp Net %	0.30	-
Non-U.S. Stocks	28.67	Non-U.S. Bonds	0.40	Contractual Cap Expiration Date	N/A	
U.S. Bonds	4.03	Other	0.16	Waiver Expiration Date	N/A	
				Total Inv Exp Gross %	0.30	
				Total Inv Exp Gross Per $1,000 Invested	$3.00	
				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: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return										
American Funds Washington Mutual Investors R6 Fund 19,G	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-2.66	**-2.66**	**10.09**	**8.30**	**12.47**	**13.64**	**-2.66**	**8.30**	**12.47**	**13.64**	**5/2009**
Benchmark: **Russell 1000 Index**	-4.78	-4.78	9.09	8.21	13.28	-	-4.78	8.21	13.28	-	-

Description: The investment seeks to produce income and to provide an opportunity for growth of principal consistent with sound common stock investing. The fund invests primarily in common stocks of established companies that are listed on, or meet the financial listing requirements of, the New York Stock Exchange and have a strong record of earnings and dividends. Its advisor strives to maintain a fully invested, diversified portfolio, consisting primarily of high-quality common stocks.

Composition (% of Assets) as of 09/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	4.61	U.S. Stocks	86.97	Total Inv Exp Net %	0.29	1/30 day period
Non-U.S. Stocks	7.90	Other	0.53	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	-	

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

Investment Option Name	Average Annual Total Return										
Vanguard Large Cap Index Admiral Fund 19,F	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-4.47	**-4.47**	**9.18**	**8.32**	**13.19**	**7.86**	**-4.47**	**8.32**	**13.19**	**7.86**	**2/2004**
Benchmark: **Russell 1000 Index**	-4.78	-4.78	9.09	8.21	13.28	-	-4.78	8.21	13.28	-	-

Description: The investment seeks to track the performance of the CRSP US Large Cap Index that measures the investment return of large-capitalization stocks. The fund employs an indexing investment approach designed to track the performance of the CRSP US Large Cap Index, a broadly diversified index of large U.S. companies representing approximately the top 85% of the U.S. market capitalization. The advisor attempts to replicate the target index by investing all, or substantially all, of its assets in the stocks that make up the index, holding each stock in approximately the same proportion as its weighting in the index.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	0.54	U.S. Stocks	98.63	Total Inv Exp Net %	0.05	1/30 day period
Non-U.S. Stocks	0.80	U.S. Bonds	0.03	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: **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: **Vanguard Group**

Investment Option Name	Average Annual Total Return										
Vanguard Total Stock Market Index Admiral Fund [F]	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-5.17	**-5.17**	**8.99**	**7.90**	**13.25**	**6.00**	**-5.17**	**7.90**	**13.25**	**6.00**	**11/2000**
Benchmark: **Russell 1000 Index**	-4.78	-4.78	9.09	8.21	13.28	-	-4.78	8.21	13.28	-	-

Description: The investment seeks to track the performance of a benchmark index that measures the investment return of the overall stock market. The fund employs an indexing investment approach designed to track the performance of the CRSP US Total Market Index, which represents approximately 100% of the investable U.S. stock market and includes large-, mid-, small-, and micro-cap stocks regularly traded on the New York Stock Exchange and Nasdaq. It invests by sampling the index, meaning that it holds a broadly diversified collection of securities that, in the aggregate, approximates the full index in terms of key characteristics.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	0.77	U.S. Stocks	98.40	Total Inv Exp Net %	0.04	1/30 day period
Non-U.S. Stocks	0.82	U.S. Bonds	0.01	Contractual Cap Expiration Date	N/A	
				Waiver Expiration Date	N/A	
				Total Inv Exp Gross %	0.04	
				Total Inv Exp Gross Per $1,000 Invested	$0.40	
				Redemption Fee	-	

Investment Category: **Large Growth**

Inv Manager or Sub-Advisor: **T. Rowe Price Associates, Inc.**

Investment Option Name	Average Annual Total Return										
T. Rowe Price Blue Chip Growth I Fund [19,F]	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	2.14	**2.14**	**12.19**	**11.39**	**17.09**	**12.01**	**2.14**	**11.39**	**17.09**	**12.01**	**12/2015**
Benchmark: **Russell 1000 Growth Index**	-1.51	-1.51	11.15	10.40	15.29	-	-1.51	10.40	15.29	-	-

Description: The investment seeks long-term capital growth; income is a secondary objective. The fund will normally invest at least 80% of its net assets (including any borrowings for investment purposes) in the common stocks of large and medium-sized blue chip growth companies. It focuses on companies with leading market positions, seasoned management, and strong financial fundamentals. The fund may sell securities for a variety of reasons, such as to secure gains, limit losses, or redeploy assets into more promising opportunities.

Composition (% of Assets) as of 09/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	0.02	U.S. Stocks	94.90	Total Inv Exp Net %	0.57	1/30 day period
Non-U.S. Stocks	5.09			Contractual Cap Expiration Date	N/A	
				Waiver Expiration Date	N/A	
				Total Inv Exp Gross %	0.57	
				Total Inv Exp Gross Per $1,000 Invested	$5.70	
				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: **Wells Fargo Fund Management**

Investment Option Name	Average Annual Total Return										
Wells Fargo Special Mid Cap Value R6 Fund [1,19,G]	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-13.02	**-13.02**	**5.60**	**5.15**	**12.95**	**7.97**	**-13.02**	**5.15**	**12.95**	**7.97**	**6/2013**
Benchmark: **Russell Midcap Value Index**	-12.29	-12.29	6.06	5.44	13.03	-	-12.29	5.44	13.03	-	-

Description: The investment seeks long-term capital appreciation. The fund normally invests at least 80% of its net assets in equity securities of medium-capitalization companies. It invests principally in equity securities of medium-capitalization companies, which the manager defines as securities of companies with market capitalizations within the range of the Russell Midcap(R) Index at the time of purchase.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	2.90	U.S. Stocks	96.71	Total Inv Exp Net %	0.75	1/30 day period
Other	0.39			Contractual Cap Expiration Date	N/A	
				Waiver Expiration Date	N/A	
				Total Inv Exp Gross %	0.75	
				Total Inv Exp Gross Per $1,000 Invested	$7.50	
				Redemption Fee	-	

Investment Category: **Mid Cap Blend**

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

Investment Option Name	Average Annual Total Return										
Vanguard Mid Cap Index Admiral Fund [1,F]	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-9.23	**-9.23**	**6.38**	**6.21**	**13.87**	**9.01**	**-9.23**	**6.21**	**13.87**	**9.01**	**11/2001**
Benchmark: **Russell Midcap Index**	-9.06	-9.06	7.04	6.26	14.03	-	-9.06	6.26	14.03	-	-

Description: The investment seeks to track the performance of a benchmark index that measures the investment return of mid-capitalization stocks. The fund employs an indexing investment approach designed to track the performance of the CRSP US Mid Cap Index, a broadly diversified index of stocks of mid-size U.S. companies. The advisor attempts to replicate the target index by investing all, or substantially all, of its assets in the stocks that make up the index, holding each stock in approximately the same proportion as its weighting in the index.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	0.30	U.S. Stocks	98.52	Total Inv Exp Net %	0.05	1/30 day period
Non-U.S. Stocks	1.18			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: **Hartford Mutual Funds**

Investment Option Name	Average Annual Total Return										
Hartford MidCap R6 Fund [1,19,H]	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-7.29	**-7.29**	**8.87**	**7.86**	**13.72**	**7.20**	**-7.29**	**7.86**	**13.72**	**7.20**	**11/2014**
Benchmark: **Russell Midcap Growth Index**	-4.75	-4.75	8.59	7.42	15.12	-	-4.75	7.42	15.12	-	-

Description: The investment seeks long-term growth of capital. The fund invests at least 80% of its assets in common stocks of mid-capitalization companies. The sub-adviser defines mid-capitalization companies as companies with market capitalizations within the collective range of the Russell Midcap and S&P MidCap 400 Indices.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	0.11	U.S. Stocks	95.75	Total Inv Exp Net %	0.76	2/90 day period
Non-U.S. Stocks	4.15			Contractual Cap Expiration Date	N/A	
				Waiver Expiration Date	N/A	
				Total Inv Exp Gross %	0.76	
				Total Inv Exp Gross Per $1,000 Invested	$7.60	
				Redemption Fee	-	

Investment Category: **Small Value**

Inv Manager or Sub-Advisor: **MFS Investment Management**

Investment Option Name	Average Annual Total Return										
MFS New Discovery Value R6 Fund [1,19,G]	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-10.98	**-10.98**	**9.04**	**5.41**	**-**	**10.81**	**-10.98**	**5.41**	**-**	**10.81**	**7/2012**
Benchmark: **Russell 2000 Value Index**	-12.86	-12.86	7.37	3.61	10.40	-	-12.86	3.61	10.40	8.82	-

Description: The investment seeks capital appreciation. The fund normally invests its assets in equity securities. Equity securities include common stocks, equity interests in real estate investment trusts (REITs), and other securities that represent an ownership interest (or right to acquire an ownership interest) in a company or other issuer. MFS focuses on investing in the stocks of companies the adviser believes are undervalued compared to their perceived worth (value companies). While the fund may invest the fund's assets in companies of any size, it primarily invests in companies with small capitalizations. The fund may invest the fund's assets in foreign securities.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	2.35	U.S. Stocks	91.27	Total Inv Exp Net %	0.97	2/calendar quarter
Non-U.S. Stocks	6.39			Contractual Cap Expiration Date	N/A	
				Waiver Expiration Date	N/A	
				Total Inv Exp Gross %	0.97	
				Total Inv Exp Gross Per $1,000 Invested	$9.70	
				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: **Vanguard Group**

Investment Option Name	Average Annual Total Return										
Vanguard Small Cap Index Admiral Fund [1,2,19,F]	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-9.31	**-9.31**	**7.64**	**5.25**	**13.57**	**8.29**	**-9.31**	**5.25**	**13.57**	**8.29**	**11/2000**
Benchmark: **Russell 2000 Index**	-11.01	-11.01	7.36	4.41	11.97	-	-11.01	4.41	11.97	-	-

Description: The investment seeks to track the performance of a benchmark index that measures the investment return of small-capitalization stocks. The fund employs an indexing investment approach designed to track the performance of the CRSP US Small Cap Index, a broadly diversified index of stocks of small U.S. companies. The advisor attempts to replicate the target index by investing all, or substantially all, of its assets in the stocks that make up the index, holding each stock in approximately the same proportion as its weighting in the index.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	2.14	U.S. Stocks	96.86	Total Inv Exp Net %	0.05	1/30 day period
Non-U.S. Stocks	0.99	Other	0.02	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: **Alger Mutual Funds**

Investment Option Name	Average Annual Total Return										
Alger Small Cap Focus Z Fund [1,19]	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	14.51	**14.51**	**17.10**	**10.91**	**16.91**	**12.23**	**14.51**	**10.91**	**16.91**	**12.23**	**12/2010**
Benchmark: **Russell 2000 Growth Index**	-9.31	-9.31	7.24	5.13	13.52	-	-9.31	5.13	13.52	-	-

Description: The investment seeks long-term capital appreciation. The fund normally invests at least 80% of its net assets, plus any borrowings for investment purposes, in equity securities of companies that, at the time of purchase of the securities, have total market capitalization between (1) the higher of (a) $5 billion or (b) the company in either the Russell 2000 Growth Index or the MSCI USA Small Cap Index with the highest capitalization, and (2) the company in either index with the lowest capitalization, at any time during the most recent 12-month period as reported by either index. Both indexes are broad-based indexes of small capitalization stocks.

Composition (% of Assets) as of 10/31/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	4.06	U.S. Stocks	92.14	Total Inv Exp Net %	0.90	-
Non-U.S. Stocks	3.80			Contractual Cap Expiration Date	N/A	
				Waiver Expiration Date	N/A	
				Total Inv Exp Gross %	0.90	
				Total Inv Exp Gross Per $1,000 Invested	$9.00	
				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: **Diversified Emerging Markets**

Inv Manager or Sub-Advisor: **Wells Fargo Fund Management**

Investment Option Name	Average Annual Total Return										
Wells Fargo Emerging Markets Equity R6 Fund [4,19,G]	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-15.74	**-15.74**	**8.43**	**1.12**	**7.83**	**2.06**	**-15.74**	**1.12**	**7.83**	**2.06**	**6/2013**
Benchmark: **MSCI Emerging Markets NR Index**	-14.58	-14.58	9.25	1.65	8.02	-	-14.58	1.65	8.02	-	-

Description: The investment seeks long-term capital appreciation. The fund normally invests at least 80% of its net assets in emerging market equity securities. It invests principally in equity or other listed securities of emerging market companies. The fund's managers consider emerging market companies to include companies that are traded in, have their primary operations in, are domiciled in or derive a majority of their revenue from emerging market countries as defined by the MSCI Emerging Markets Index. It may have exposure to stocks across any capitalizations and styles and will be diversified across countries and sectors.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	4.77	U.S. Stocks	1.64	Total Inv Exp Net %	1.13	1/30 day period
Non-U.S. Stocks	88.79	Other	4.80	Contractual Cap Expiration Date	N/A	
				Waiver Expiration Date	N/A	
				Total Inv Exp Gross %	1.13	
				Total Inv Exp Gross Per $1,000 Invested	$11.30	
				Redemption Fee	-	

Investment Category: **Foreign Large Blend**

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

Investment Option Name	Average Annual Total Return										
Vanguard Total International Stock Index Admiral Fund [4,19,F]	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-14.43	**-14.43**	**4.54**	**0.94**	**6.35**	**3.35**	**-14.43**	**0.94**	**6.35**	**3.35**	**11/2010**
Benchmark: **MSCI ACWI Ex USA Index**	-14.20	-14.20	4.48	0.68	6.57	-	-14.20	0.68	6.57	-	-

Description: The investment seeks to track the performance of a benchmark index that measures the investment return of stocks issued by companies located in developed and emerging markets, excluding the United States. The fund employs an indexing investment approach designed to track the performance of the FTSE Global All Cap ex US Index, a float-adjusted market-capitalization-weighted index designed to measure equity market performance of companies located in developed and emerging markets, excluding the United States. The index includes approximately 5,800 stocks of companies located in over 45 countries.

Composition (% of Assets) as of 11/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	2.96	U.S. Stocks	0.86	Total Inv Exp Net %	0.11	1/30 day period
Non-U.S. Stocks	95.45	Non-U.S. Bonds	0.08	Contractual Cap Expiration Date	N/A	
Preferred	0.04	U.S. Bonds	0.03	Waiver Expiration Date	N/A	
Other	0.58			Total Inv Exp Gross %	0.11	
				Total Inv Exp Gross Per $1,000 Invested	$1.10	
				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: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return										
American Funds EuroPacific Growth R6 Fund [4,19,G]	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-14.91	**-14.91**	**4.08**	**1.86**	**7.69**	**7.72**	**-14.91**	**1.86**	**7.69**	**7.72**	**5/2009**
Benchmark: **MSCI ACWI Ex USA Growth Index**	-14.43	-14.43	4.19	1.69	7.15	-	-14.43	1.69	7.15	-	-

Description: The investment seeks long-term growth of capital. The fund invests primarily in common stocks of issuers in Europe and the Pacific Basin that the investment adviser believes have the potential for growth. Growth stocks are stocks that the investment adviser believes have the potential for above-average capital appreciation. It normally will invest at least 80% of its net assets in securities of issuers in Europe and the Pacific Basin. The fund may invest a portion of its assets in common stocks and other securities of companies in emerging markets.

Composition (% of Assets) as of 09/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	5.48	U.S. Stocks	1.97	Total Inv Exp Net %	0.49	1/30 day period
Non-U.S. Stocks	90.73	Preferred	0.14	Contractual Cap Expiration Date	N/A	
U.S. Bonds	1.17	Other	0.52	Waiver Expiration Date	N/A	
				Total Inv Exp Gross %	0.49	
				Total Inv Exp Gross Per $1,000 Invested	$4.90	
				Redemption Fee	-	

Investment Category: **World Small/Mid Stock**

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

Investment Option Name	Average Annual Total Return										
American Funds SMALLCAP World R6 Fund [1,4,8,19,G]	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-9.37	**-9.37**	**6.99**	**5.20**	**13.01**	**12.59**	**-9.37**	**5.20**	**13.01**	**12.59**	**5/2009**
Benchmark: **MSCI ACWI SMID NR Index**	-13.80	-13.80	5.36	3.55	11.07	-	-13.80	3.55	11.07	-	-

Description: The investment seeks long-term growth of capital. Normally the fund invests at least 80% of its net assets in growth-oriented common stocks and other equity-type securities (such as preferred stocks, convertible preferred stocks and convertible bonds) of companies with small market capitalizations. Under normal circumstances, the fund will invest a significant portion of its assets outside the United States, including in emerging markets.

Composition (% of Assets) as of 09/30/2018				Fees & Expenses		# of Transfers Allowed/Time Period
Cash	7.41	U.S. Stocks	46.81	Total Inv Exp Net %	0.70	1/30 day period
Non-U.S. Stocks	41.58	Convertibles	0.05	Contractual Cap Expiration Date	N/A	
Preferred	0.33	U.S. Bonds	0.63	Waiver Expiration Date	N/A	
Other	3.21			Total Inv Exp Gross %	0.70	
				Total Inv Exp Gross Per $1,000 Invested	$7.00	
				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:

Inv Manager or Sub-Advisor:

Investment Option Name	Average Annual Total Return										
Temporary Illiquid Plan A Assets	(as of 12/31/2018 quarter end)						(as of 12/31/2018 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-	-	-	-	-	-	-	-	-	-	**12/2018**
Benchmark:	-	-	-	-	-	-	-	-	-	-	-

Description:

Composition (% of Assets) as of N/A	Fees & Expenses		# of Transfers Allowed/Time Period
N/A	Total Inv Exp Net %	0.00	-
	Contractual Cap Expiration Date	N/A	
	Waiver Expiration Date	N/A	
	Total Inv Exp Gross %	0.00	
	Total Inv Exp Gross Per $1,000 Invested	$0.00	
	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: **Fixed Income Guaranteed Option** [7,12]

Description:

This group annuity contract provides an interest rate guaranteed for a set period of time by the Principal Life Insurance Company. It is supported by the multi-billion dollar general account of Principal Life, which invests in private market bonds, commercial mortgages and mortgage-backed 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 represents the average maturity of the underlying guarantees. The composite rate (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 as the rate guaranteed by Principal Life net of the Rate Level Service Fee. The crediting rate is subject to a minimum guaranteed rate that is determined through a formula determined according to state insurance regulations which utilizes Treasury rates and is outlined in the group annuity contract. The minimum will range between 1% and 3% depending on prevailing market conditions. The contract provides for benefit payments at book value (i.e., no market value adjustments or surrender charge adjustments) for withdrawals due to retirement, termination of employment, disability, loans, plan termination, or death, including participant-directed transfers. If the retirement program provides you access to the Fixed Income Guaranteed Option and Competing Plan Investment Options, participant transfers, either directly or indirectly, to Competing Plan Investment Options will be subject to an Equity Wash. An Equity Wash requires that transfers must be directed to a non-competing investment option under the plan for 90 days before such transferred amounts may be directed to any other Competing Plan Investment Option. Competing Plan Investment Options include other guaranteed investment options, or a stable value, money market, or other short term fixed income investment option with an average duration of less than three years. A plan fiduciary-directed surrender or transfer will be subject to 12 months' advance notice or a 5% surrender charge (subject to additional contractual limitations), whichever the plan sponsor chooses. The Fixed Income Guaranteed Option may make available higher composite rates. If these are available and your plan fiduciary chooses to move a plan's interest to a higher composite rate, a charge of 1.50% of the plan's interest applies. If there are multiple higher composite rates available, the 1.50% charge applies to each higher rate that your plan fiduciary elects. The 1.50% charge is based on the plan's interest, and therefore, the actual fee related to your account may be higher or lower than 1.50% depending on the plan's interest at the time the plan fiduciary chooses to move to a higher composite rate and the value of your account at the time of the actual movement. For more information, call the automated phone system at 1-800-547-7754 or see the applicable fact sheet on principal.com for a more complete description of this investment option and the crediting rate.

Rate Level Service Fee: -

Crediting Rate (credited to participants)	Crediting Period	Term (underlying guarantees)
2.65	12/01/2018-05/31/2019	2.0 - 4.0 years

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.

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.

For the Principal LifeTime Hybrid Collective Investment Funds, Principal Global Investors, LLC is the discretionary advisor to Principal Global Investors Trust Company.

[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.

This report includes investment options that contain information from a variety of sources. Morningstar generally provides holdings information, operations data, and rankings or statistics proprietary to Morningstar. Morningstar is also the source of information on certain mutual funds.

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] This Separate Account invests solely in the least expensive share class of the Principal Funds. All voting rights associated with ownership of shares in the mutual fund are the rights of the Separate Account, not of contract holders investing in the Separate Account. For further information on the underlying mutual fund, see the prospectus of the fund.

[4] 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.

[5] High yield investment options are subject to greater credit risk and volatility that is associated with high yield bonds.

[6] These calculated returns reflect the historical performance of the oldest share class of the fund, adjusted to reflect a portion of the fees and expenses of this share class. For time periods prior to inception date of the fund, predecessor performance is reflected. Please see the fund's prospectus for more information on specific expenses, and the fund's most recent shareholder report for actual date of first sale. Expenses are deducted from income earned by the fund. As a result, dividends and investment results will differ for each share class.

[7] Principal Fixed Income Guaranteed Option is the Group Annuity Contract - Custodial Guaranteed Interest Contract available through Principal Life Insurance Company, a member of the Principal Financial Group, Des Moines Iowa 50392. May not be available in all states.

[8] Equity investment options involve greater risk, including heightened volatility, than fixed-income investment options. Fixed-income investment options are subject to interest rate risk, and their value will decline as interest rates rise.

[9] 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.

[10] 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.

[12] The Fixed Income Guaranteed Option is a guarantee backed by the general account of Principal Life Insurance Company(Principal Life). As a guarantee, it does not have an investment management fee or expense ratio; those are concepts unique to investment products. The Rate Level Service Fee illustrated here represents the part of the overall fee arrangement that the plan pays for services from Principal Life as a provider of administrative services to the plan, as agreed to in the Service and Expense Agreement for the plan.

[16] Fixed-income and asset allocation investment options that invest in mortgage securities are subject to increased risk due to real estate exposure.

[17] Asset allocation and diversification do not ensure a profit or protect against a loss. Additionally there is no guarantee this investment option will provide adequate income at or through retirement.

[18] The Investment Advisor will display "Multiple Sub-Advisors" for certain target-date, target-risk and specialty investment options where the assets are directed by the Investment Manager to multiple underlying investment options. These underlying investment options may use multiple sub-advisors who are responsible for the day-to-day management responsibilities.

[19] For Mutual Fund Network 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 fund, 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 for more information on specific expenses, and the fund's most recent shareholder report for actual date of first sale. Expenses are deducted from income earned by the fund. As a result, dividends and investment results will differ for each share class.

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

[21] Effective January 1, 2017, the trustee for the Principal LifeTime Hybrid Collective Investment Funds changed from Principal Trust Company to Principal Global Investors Trust Company. Principal Trust Target Date Collective Investment Funds were renamed the Principal LifeTime Hybrid Collective Investment Funds (CITs).

[22] For the Principal Lifetime Hybrid Collective Investment Funds (CITs), Total Investment Expense Net equals the sum of these expenses: (a) the amount of money, expressed as a percentage, deducted for the cost of managing the collective investment trust, and where applicable, plus (b) if the collective investment trust invests in an underlying mutual fund, separate account, or collective investment trust, the total investment operating expenses of the underlying investment option, as listed in the most recent prospectus if applicable.

[23] The Principal LifeTime Hybrid Collective Investment Funds (CITs) are collective investment trusts maintained by Principal Global Investors Trust Company, (the Trust Company). The Trust Company has retained Principal Global Investors, LLC (the Adviser), to serve as investment adviser with respect to the CITs, subject to the Trust Company's supervision and review. The Adviser is an indirect wholly owned subsidiary of Principal Financial Group. Inc. and is under common control with the Trust Company. The Adviser also manages portfolios which may be included as underlying investments in the CITs. The Adviser receives management fees from these portfolios. The Adviser or other affiliates of the Trust Company may provide services to the CITs and may receive fees for such services. The CITs are available only to certain qualified retirement plans and governmental 457(b) plans.

[24] The CITs are not mutual funds and are not registered with the Securities and Exchange Commission, the State of Oregon, or any other regulatory body. Units of the CITs are not deposits or obligations of, guaranteed by, or insured by the Trust Company or any affiliate, and are not insured by the FDIC or any other federal or state government agency. The value of the CITs will fluctuate so that when redeemed, units may be worth more or less than the original cost. The declaration of trust, participation agreement, and disclosure documents contain important information about investment objectives, risks, fees and expenses associated with investment in the CITs and should be read carefully before investing. The declaration of trust is available at principal.com. A copy of the participation agreement can be obtained from your plan administrator.

[25] 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. Edge Asset Management is an internal investment boutique of Principal Global Investors.

[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.

[G] Investment option limits transfer activity. Once the number of allowed transfers is met, participants are not allowed to transfer amounts valued at the threshold amount or more back into the investment option which they have transferred out of until the holding period elapses. All participant investment transfers and non-scheduled rebalancing activity valued at the threshold amount or more are counted toward the number of transfers allowed. Contributions into the investment option are not impacted. Participant transfers made for less than the threshold amount do not count and are not limited.

[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

MSCI Emerging Markets NR Index measures equity market performance in the global emerging markets. It consists of 26 emerging market countries in Europe, Latin America and the Pacific Basin.

S&P Target Date 2055 Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

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.

S&P Target Date 2050 Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

Russell Midcap Index includes firms 201 through 1000, based on market capitalization, from the Russell 3000 Index.

S&P Target Date 2045 Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

Russell 2000 Index consists of the smallest 2000 companies in the Russell 3000 Index, representing approximately 10% of the Russell 3000 total market capitalization.

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.

Morningstar Lifetime Moderate 2060 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about 50 years away from retirement.

S&P Target Date 2040 Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

Citigroup Non-$ World Govt Bond Index covers thirteen government-bond markets: Austria, Belgium, Canada, Denmark, France, Germany, Italy, Japan, the Netherlands, Spain, Sweden and the United Kingdom.

S&P Target Date 2035 Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

MSCI ACWI Ex USA Index is a free float-adjusted market capitalization index that is designed to measure the combined equity market performance of developed and emerging market countries excluding the US.

S&P Target Date 2030 Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

S&P Target Date 2025 Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

S&P Target Date 2020 Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

Bloomberg Barclays Aggregate Bond Index represents securities that are domestic, taxable, and dollar denominated. The index covers the U.S. investment grade fixed rate bond market, with index components for government and corporate securities, mortgage pass-through securities, and asset-backed securities. These major sectors are subdivided into more specific indices that are calculated and reported on a regular basis.

Morningstar Lifetime Moderate Income Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is at least ten years into retirement.

Morningstar Lifetime Moderate 2010 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is near retirement.

Morningstar Lifetime Moderate 2015 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about five years away from retirement.

S&P Target Date 2015 Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

S&P Target Date 2060 Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

S&P Target Date 2010 Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

S&P Target Date Retirement Income Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

Russell 1000 Index consists of the 1000 largest companies within the Russell 3000 index. Also known as the Market-Oriented Index, because it represents the group of stocks from which most active money managers choose.

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

Morningstar Lifetime Moderate 2020 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about ten years away from retirement.

Morningstar Lifetime Moderate 2025 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about 15 years away from retirement.

Morningstar Lifetime Moderate 2030 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about 20 years away from retirement.

Morningstar Lifetime Moderate 2035 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about 25 years away from retirement.

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.

Morningstar Lifetime Moderate 2040 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about 30 years away from retirement.

Morningstar Lifetime Moderate 2045 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about 35 years away from retirement.

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.

Morningstar Lifetime Moderate 2050 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about 40 years away from retirement.

Merrill Lynch U.S. High Yield Master II Index measures the performance of high yield bonds.

Insurance products and plan administrative services are provided by Principal Life Insurance Company. If applicable, Mutual Fund Network Funds are mutual funds offered through Principal Securities, Inc., 1-800-547-7754, member SIPC. Principal Securities and Principal Life are members of the Principal Financial Group, Des Moines, IA 50392.

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Designate a beneficiary

Thinking about death certainly isn't a fun topic. But it's necessary to make sure your hard-earned savings are distributed according to your wishes should something happen to you prior to retirement. Make sure the money in your account gets transferred to a loved one of your choosing.

Designate a beneficiary at **principal.com/beneficiary** or request a beneficiary form through your employer.

Make sense of rollovers

As you change jobs during your career, it's easy to forget about retirement accounts you leave behind and to lose track of how your investments are doing.

Rolling over your retirement savings can help you keep track of your savings in one spot.

Learn how you can rollover your retirement savings at **principal.com/simplify**.[2]

Access your account

> Online access

- Select **Log In** and choose **Personal.**
- Click on the **Create an account** link.
- Enter your first and last name, date of birth and your ID number (this is either your Social Security number or a specific ID provided by your employer) or Zip code.
- Agree to do business electronically and click **Continue.**
- Answer a few personal questions so we can confirm it's really you.
- Create a **unique username**, set a secure **password** and add your email address.
- Select and answer **two security questions** to use if you need to call us.
- You now have access to your online account, and you'll get a confirmation email within a few minutes.
- The first time you log in, you'll need to choose where we send you **verification codes** (text message or email) and how often you want to use them.

Get 24/7 access to your retirement savings account information at **principal.com** or give us a call at **1-800-547-7754.**

> Phone access

- Enter your **Social Security number**.
- Listen to the menu and select the option that fits with your request.
- If prompted, enter/establish your **PIN**.

[2] You should consider the differences in investment options and risks, fees and expenses, tax implications, services and penalty-free withdrawals for your various options. There may be other factors to consider due to your specific needs and situation. You may wish to consult your tax advisor or legal counsel.

Important Information

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.**

See Investment Option Summary for additional Important Information.

The subject matter in this communication is educational only and is not intended to be taken as a recommendation from Principal. You should consult with appropriate counsel or other advisors on all matters pertaining to legal, tax, investment or accounting obligations and requirements. This material was prepared for general distribution and is not directed to a specific individual.

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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 or past an investment performance end, you should contact your plan sponsor or log in to principal.com for current retirement plan and investment option information. The member companies of 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.

5-32672/Miller & Long Employees Combined Retirement Plan

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