

¡Te damos la bienvenida!

Hola, nos complace mucho que estés aquí.

¡Tu plan de retiro espera por ti! En tan solo pocos pasos, lograremos preparar todo. Te comentamos qué puedes esperar:



Establece tu cuenta

Visita principal.com/Welcome* o utiliza la aplicación móvil de Principal®. También puedes enviar la palabra **ENROLL** por mensaje de texto al **78259**. ¿Prefieres hablar con nosotros por teléfono o necesitas una copia impresa de los documentos de tu plan y los formularios de inscripción (sin costo adicional)? Llámanos al **1-800-547-7754** entre las 7 a.m. y 9 p.m. hora central, de lunes a viernes. **¡Estamos aquí para ayudarte!**

Empieza con lo siguiente:

- Configura tus preferencias de seguridad
- Lee los avisos importantes de tu plan



Fija tu contribución

Hacer aportes a un plan de retiro es una manera de ayudar a que tus ahorros trabajen por ti. Para más información, visita [principal.com/ MatchEnrollmentWebinar](https://principal.com/MatchEnrollmentWebinar).*



Evalúa las inversiones del plan

Cada inversión es diferente. Elige según tus metas y tu comodidad con el riesgo. También puedes elegir alguna opción de inversión del plan más tarde. Si eliges tus opciones posteriormente, debes entender que tus contribuciones se dirigirán a las opciones predeterminadas del plan hasta que des una nueva instrucción para tus inversiones.**

Para ver la lista completa, consulta el **Resumen de opciones de Inversión [Investment Option Summary]** (en inglés).



* El sitio web está disponible en español.

**El nivel predeterminado del participante del plan es: Vanguard Target Retirement Fund. Consulta el resumen de opciones de inversión y el aviso de la Alternativa calificada de inversión predeterminada para ver información importante. Si la opción predeterminada es una serie de fondos con fecha objetivo (target date fund), el fondo correspondiente se basará en tu edad y la fecha ordinaria de retiro del plan.

¡Continúa!

Tú puedes y cuentas con nosotros a la hora de ayudarte a ahorrar para el retiro.



Ve todos tus ahorros para el retiro en un solo lugar

Te ayudaremos a pasar tus ahorros de retiro externos a tu cuenta de jubilación. Esto se conoce en inglés como “rollover”.



Designa a un beneficiario

No dejes que otros decidan por ti, en caso de que te llegue a suceder algo. Recuerda siempre designar a un beneficiario para garantizar que el dinero de tu cuenta se destine de acuerdo con tus deseos.



Contáctanos

Mantenerse informado en cuanto a los temas de planificación del retiro puede ayudarte a seguir por buen camino hacia tu futuro. Te enviaremos información educativa sobre los temas que te importan.

La inversión implica riesgos, incluyendo una posible pérdida de capital.

La **distribución de activos** y diversificación no garantizan ganancia ni protegen contra pérdida. Invertir en la **bolsa** es más riesgoso y tiene más volatilidad que invertir en opciones de renta fija. Las opciones de inversión de **renta fija** están sujetas al riesgo de la tasa de interés y su valor declinará a medida que las tasas de interés aumenten. **Las inversiones internacionales y globales** involucran mayores riesgos, como fluctuaciones monetarias, inestabilidad política/social y estándares de contabilidad diferentes. Estos riesgos se incrementan aún más en **mercados emergentes**.

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El tema de esta comunicación es solo con propósitos educativos y se ofrece con el entendimiento de que Principal® no está prestando consejo legal ni contable ni de inversiones o impuestos. Consulta con un abogado o un profesional financiero y otros asesores sobre todo lo relacionado con las obligaciones y los requisitos legales, fiscales, de inversión, o de contabilidad.

La designación de beneficiarios es una designación legal necesaria para cuando un plan de retiro calificado reparte beneficios a los beneficiarios del participante fallecido. Dichas designaciones dictan quién recibirá los beneficios y cómo se pagarán en caso de fallecimiento del participante. Algunas designaciones de beneficiarios no se pueden hacer por Internet, se debe completar y firmar un formulario impreso. De ser necesario, la página web proporciona la opción de imprimir un formulario para la designación de beneficiarios. Dependiendo de tu estado civil, es posible que tu designación requiera la aprobación del cónyuge.

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Principal Life Insurance Company
Des Moines, IA 50306-9394

Mi información personal (por favor escriba con tinta negra)

Nombre			Número de teléfono		Correo electrónico
_____			-	-	_____
Apellido	Nombre	Inicial del segundo nombre	<input type="radio"/> Casa	<input type="radio"/> Celular	

Dirección de domicilio

_____	_____	_____	_____	_____
Calle	Ciudad	Estado	Código postal	País

Número de Seguro Social	Fecha de nacimiento	Sexo	Estado civil
____ - ____ - ____	____ / ____ / ____	<input type="radio"/> Hombre <input type="radio"/> Mujer	<input type="radio"/> Soltero <input type="radio"/> Casado

Edad de jubilación estimada	Fecha inicial de contratación	Nota: El email que provee será usado para servicios provistos por Principal Financial Group® a menos que se elija de otra manera. No proporcionaremos tu email a terceros a menos que tengamos tu consentimiento. Para más información, vea su política de privacidad en principal.com.
_____	____ / ____ / ____	
Si es recontratado, ingrese estas fechas:	Fecha de terminación	
	____ / ____ / ____	____ / ____ / ____

Fondos de traspaso

Complete si desea consolidar los ahorros para la jubilación.

¡Sí! ayúdeme a traspasar ahorros para la jubilación de un plan de jubilación de un empleador anterior.
Llamada Principal® al 1-800-547-7754, de lunes a viernes, de 7 a.m. a 9 p.m., hora central.

Por favor llámenme o envíenme un email para hablar sobre mis opciones.

Mi saldo a traspasar estimado es \$ _____.

Complete todos los 3 Pasos **1** **2** **3** para inscribirse en el plan de ahorros para la jubilación, o para hacer cambios a su porcentaje de contribución.

1 Mis contribuciones^A

Aproveche la contribución equivalente de su empleador (elija una casilla)

Elijo contribuir el ____% (del 0% al 100%) o \$ _____ de mi sueldo actual y futuro por periodo de pago antes de impuestos, y/o elijo contribuir el ____% (del 0% al 100%) o \$ _____ como contribuciones electivas diferidas a una cuenta Roth después de impuestos.

Mis contribuciones

- Ya estoy inscrito, pero quiero cambiar mi contribución al _____% (del 0% al 100%) o \$_____ de mi sueldo actual y futuro por periodo de pago como contribuciones antes de impuestos y/o cambiar mi contribución al _____% (del 0% al 100%) o \$_____ de mi sueldo actual y futuro por periodo de pago como contribuciones electivas diferidas a una cuenta Roth después de
- Elijo **no contribuir** al plan de jubilación en este momento.

Incremento anual

(opcional, pero puede que le ayude a seguir encaminado)

Además de elegir contribuir una parte de mi pago actual y futuro cada periodo de pago, también me gustaría incrementar automáticamente la cantidad de mi contribución cada año. Puedo optar por no hacer o cambiar el incremento anual en cualquier momento.

- Quiero hacer el incremento** de mi contribución por diferimiento salarial antes de impuestos del _____% o \$_____ cada año durante los próximos _____ años **o** hasta que mi contribución llegue al _____% o \$_____.
- Quiero hacer el incremento** de mi contribución electiva con impuestos diferidos a una cuenta Roth del _____% o \$_____ cada año durante los próximos _____ años **o** hasta que mi contribución llegue al _____% o \$_____.

Este incremento se iniciará cada 01/01 o en la próxima fecha permitida por el plan.

^A Las contribuciones electivas con impuestos diferidos no pueden exceder los límites del plan o el límite del IRS para el año calendario actual.

2 Mis opciones de inversión

Por favor elija **una de las dos opciones** marcando la casilla correspondiente y completando la información que aplica a su elección.

(Si ya está inscrito y quiere hacer cambios a la dirección de inversión de las contribuciones futuras, visite principal.com o llame al 800-547-7754, para español, oprima el 1).

Opción A: Opción rápida — Vanguard Target Retirement Fund

Elijo un portafolio **Opción rápida — Vanguard Target Retirement Fund**

Entiendo que las contribuciones serán dirigidas a la Alternativa calificada de inversión predeterminada del plan (QDIA, por sus siglas en inglés); una de las series Vanguard Target Retirement Fund basado en la fecha normal de jubilación del plan.¹ He leído la notificación QDIA del plan y acepto que hay información disponible para mí sobre esta inversión. **No deseo realizar otra elección de inversión en este momento y ésta se considerará como la instrucción para mi opción de inversión.**

¿Necesitas más ayuda? Ingresa a tu cuenta en principal.com (sólo en inglés) para conocer más acerca de las opciones de inversión disponibles para ti por medio del plan de jubilación de tu empleador.

(Por favor refiérase al Investment Option Summary [Resumen de las opciones de inversión] para más información).

> Si ha completado esta sección, prosiga a **Mi firma** **3**

¹ Las series Vanguard Target Retirement Fund están disponibles como otra manera de usar una estrategia de distribución de activos que sea adecuada para ti. Hay otras opciones de inversión disponibles bajo el plan de jubilación y te recomendamos que las revises todas. El revisar todas las opciones de inversión puede ayudarte a decidir si deseas diseñar tu propia estructura de opciones de inversión. Por favor, ten presente que tu contribución será dirigida a la serie - Vanguard Target Retirement Fund del plan basado en una fecha objetivo (de jubilación) particular o una fecha de jubilación. Si tu prefieres elegir tu propia estructura de opciones de inversión <o una inversión con fecha objetivo>, puedes hacerlo llenando la sección "Arma tu propio portafolio" en este formulario o visita principal.com.

Opción B: Crear mi propio portafolio

Elijo las siguientes opciones de inversión (ingrese los porcentajes a continuación).

(Por favor refiérase al Investment Option Summary [Resumen de las opciones de inversión] para más información).

	Employer	Elective deferral	Roth deferrals
Short-Term Fixed Income			
Vanguard Group			
Vanguard Short-Term Investment-Grade Admiral Fund	_____ %	_____ %	_____ %
Principal Fixed Income Guaranteed Option	_____ %	_____ %	_____ %
Fixed Income			
BlackRock Advisors, LLC			
BlackRock High Yield Bond K Fund	_____ %	_____ %	_____ %
JP Morgan Investment Mgmt Inc.			
JP Morgan Core Plus Bond R6 Fund	_____ %	_____ %	_____ %
Balanced/Asset Allocation			
Vanguard Group			
Vanguard Target Retirement Income Inv Fund	_____ %	_____ %	_____ %
Vanguard Target Retirement 2020 Inv Fund	_____ %	_____ %	_____ %
Vanguard Target Retirement 2025 Inv Fund	_____ %	_____ %	_____ %
Vanguard Target Retirement 2030 Inv Fund	_____ %	_____ %	_____ %
Vanguard Target Retirement 2035 Inv Fund	_____ %	_____ %	_____ %

Mis opciones de inversión

	Employer	Elective deferral	Roth deferrals
Vanguard Target Retirement 2040 Inv Fund	_____ %	_____ %	_____ %
Vanguard Target Retirement 2045 Inv Fund	_____ %	_____ %	_____ %
Vanguard Target Retirement 2050 Inv Fund	_____ %	_____ %	_____ %
Vanguard Target Retirement 2055 Inv Fund	_____ %	_____ %	_____ %
Vanguard Target Retirement 2060 Inv Fund	_____ %	_____ %	_____ %
Vanguard Target Retirement 2065 Inv Fund	_____ %	_____ %	_____ %
Vanguard Target Retirement 2070 Inv Fund	_____ %	_____ %	_____ %
Large U.S. Equity			
JP Morgan Investment Mgmt Inc.			
JP Morgan Growth Advantage R6 Fund	_____ %	_____ %	_____ %
Vanguard Group			
Vanguard Equity-Income Adm Fund	_____ %	_____ %	_____ %
Vanguard FTSE Social Index Admiral Fund	_____ %	_____ %	_____ %
Vanguard Growth Index Admiral Fund	_____ %	_____ %	_____ %
Vanguard 500 Index Admiral Fund	_____ %	_____ %	_____ %
Small/Mid U.S. Equity			
Dimensional Fund Advisors			
DFA US Small Cap I Fund	_____ %	_____ %	_____ %
Vanguard Group			
Vanguard Mid Cap Index Admiral Fund	_____ %	_____ %	_____ %
Vanguard Real Estate Index Admiral Fund	_____ %	_____ %	_____ %
Vanguard Small Cap Index Admiral Fund	_____ %	_____ %	_____ %
Global/International Equity			
Capital Research and Mgmt Co			
American Funds EuroPacific Growth R6 Fund	_____ %	_____ %	_____ %
Dimensional Fund Advisors			
DFA International Small Cap Value I Fund	_____ %	_____ %	_____ %
Vanguard Group			
Vanguard Emerging Markets Stock Index Admiral Fund	_____ %	_____ %	_____ %
Vanguard Total International Stock Index Admiral Fund	_____ %	_____ %	_____ %
TOTAL de todas las líneas:	100 %	100 %	100 %

Si no se recibe una elección de inversión, o si las contribuciones se reciben antes de su elección de inversión, las contribuciones serán dirigidas de acuerdo a las alternativas de inversión predeterminadas del plan: Vanguard Target Retirement Fund según su edad actual y la fecha de jubilación normal en el plan de jubilación.

Por favor, consulte el resumen de opciones de inversión (en inglés), el aviso de la Alternativa calificada de inversión predeterminada o inicie sesión en principal.com para conocer más información.

Si ha completado esta sección, prosiga a **Mi firma** 

3 Mi firma

Por favor firme, luego entregue este formulario completado a su representante de beneficios.

Este acuerdo se aplica a las cantidades ganadas hasta que yo lo cambie por escrito. Entiendo que el patrocinador de mi plan puede reducir mis contribuciones solo cuando se requiera para cumplir ciertos límites del plan. Revisaré todos los estados de cuenta regularmente e informaré cualquier discrepancia a Principal inmediatamente.

Firma

X _____

Fecha

Asegúrese de haber completado todos los **3 pasos** **1** **2** **3**

Luego de completarlo, devuelva este formulario a su representante de beneficios.

Información importante

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La información en este formulario no debe ser interpretada como consejo de inversión.

Su patrocinador del plan ha elegido poner a su disposición todas las opciones de inversión listadas en este formulario de inscripción.

El contenido de este formulario de inscripción está actualizado según la fecha de producción que aparece a continuación. Si existen discrepancias entre esta información y el documento legal del plan, el documento legal del plan gobernará. Si la fecha de producción tiene más de tres meses o ha pasado del fin de un trimestre, comuníquese con su patrocinador del plan o ingrese a principal.com para ver información actualizada sobre el plan de jubilación y las opciones de inversión, incluyendo el prospecto (prospectus, en inglés), si aplica. Las compañías de Principal Financial Group® prohíben la manipulación del contenido de este formulario de inscripción. Si su patrocinador del plan elige proveer este formulario de inscripción electrónicamente, Principal® no es responsable de cualquier cambio no autorizado.

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Conoce tus opciones:

¿Qué hacer con tus ahorros de jubilación?¹

Es importante que conozcas las opciones para los ahorros que tienes en el plan de retiro de tu empleador anterior. Si cumples con los requisitos para sacar tu dinero (esto se conoce en inglés como “distribution”), por lo general, tienes cuatro opciones.

Cada opción tiene sus ventajas y desventajas. Ten en cuenta las diferencias entre las opciones e inversión, los cargos y gastos, las posibles consecuencias tributarias, los servicios y retiros de fondo sin penalizaciones.

Este resumen puede ayudarte a identificar algunos puntos importantes.² Es necesario considerar otros factores según tu situación y tus necesidades específicas. Consulta con tu asesor legal o de impuestos.

Opciones para los ahorros de jubilación

- 1 Traspasar los ahorros a una Cuenta individual de jubilación (IRA, por sus siglas en inglés).
- 2 Mantener tus ahorros en el plan de jubilación de tu empleador anterior (si está permitido).
- 3 Traspasar los ahorros al plan de jubilación de tu nuevo empleador.
- 4 Retirar todos los ahorros y cerrar la cuenta.

(Se permite combinar estas opciones)

Opciones para los ahorros de jubilación

1 Traspasar los ahorros a una cuenta IRA

Ventajas

- Los ahorros se mantienen sin impuestos hasta el momento del retiro de fondos.
- Se siguen haciendo contribuciones y aportando ahorros para la jubilación.
- Se combinan en una sola cuenta los ahorros que tengas en otros planes calificados o cuentas IRA.
- Mayor control, ya que es tu cuenta y tú tomas las decisiones.
- Amplio rango de opciones de inversión que se adaptan a tus necesidades según vayan cambiando con el tiempo.
- Protección contra la bancarrota.
- Posible asistencia de un profesional financiero para ayudarte con la planificación de la jubilación y las inversiones.
- Opciones flexibles para establecer retiros periódicos o sin un orden específico.
- Planificación y administración de los retiros de fondos mínimos obligatorios a los setenta y dos años de edad.

Desventajas

- Los gastos de inversión y los cargos de la cuenta pueden ser mayores que los del plan de un empleador.
- No requiere que un fiduciario monitoree prudentemente el costo y la calidad de las opciones de inversión.
- Los retiros sin penalizaciones del IRS por lo general no están permitidos antes de los cincuenta y nueve años y medio de edad.
- Los préstamos no están permitidos. Solamente puedes acceder al dinero mediante un retiro de fondos sujeto a impuestos.
- Protección limitada contra acreedores.
- Las transferencias en especie de acciones de la compañía a una cuenta IRA tendrán un valor revaluado que estará sujeto a impuestos como ingreso ordinario al retirarlas de la cuenta IRA.

Es importante conocer los tipos y rangos de las inversiones y cargos de una cuenta IRA.

2 Mantener los ahorros en el plan de tu empleador anterior (si está permitido)

Ventajas

- Los ahorros se mantienen sin impuestos hasta el momento del retiro de fondos.
- Se mantienen las opciones de inversión actuales.
- Se mantiene cualquier tasa de interés garantizada.
- Se mantiene la propiedad de las acciones de la compañía en la cuenta, lo cual puede tener ciertos beneficios tributarios a la hora de retirar fondos.
- Los cargos en el plan del empleador pueden ser menores que en cuentas individuales similares.
- Requiere que un fiduciario del plan monitoree prudentemente el costo y la calidad de las opciones de inversión.
- Retiros de fondos, sin penalizaciones del IRS, si el participante tiene al menos 55 años de edad al dejar el trabajo
- Protección contra acreedores y bancarrota.
- En algunos casos, acceso a herramientas de planificación, recursos educativos y línea telefónica de ayuda.

Revisa el resumen de la descripción del plan de tu empleador anterior para verificar los detalles y requisitos del plan.

Desventajas

- Los cambios que tu empleador anterior haga al plan te afectarán a ti (por ejemplo, inversiones del plan, cargos, servicios, proveedores del plan, cancelación del plan).
- Las opciones de inversión están limitadas a las que ofrezca el plan de jubilación de tu empleador anterior.
- La cuenta está sujeta a las limitaciones del plan, incluidas las disposiciones de retiro de fondos de ingreso cuando te jubiles.
- La cuenta está sujeta a cargos administrativos o de otra índole.
- La asesoría de inversión personalizada o que tome en cuenta tus otros activos o necesidades particulares puede no estar disponible en el plan de jubilación.
- No se permiten nuevas contribuciones.

3 Traspasar los ahorros al plan de tu nuevo empleador

Esta es una opción si vas a trabajar en una compañía que ofrece un plan de jubilación.

Ventajas

- Los ahorros se mantienen sin impuestos hasta el momento del retiro de fondos.
- Se siguen haciendo contribuciones y aportando ahorros para la jubilación.
- Se combinan en una sola cuenta los ahorros que tengas en otros planes calificados o cuentas IRA.
- Los cargos en el plan del empleador pueden ser menores que en cuentas individuales similares.
- Requiere que un fiduciario del plan monitoree prudentemente el costo y la calidad de las opciones de inversión.
- Retiros de fondos sin penalizaciones del IRS, si el participante tiene al menos 55 años de edad al dejar el nuevo trabajo.*
- Protección contra acreedores y bancarrota.
- En algunos casos, acceso a herramientas de planificación, recursos educativos y línea telefónica de ayuda.
- Posibilidad de tomar préstamos del dinero traspasado.
- No es obligatorio el retiro de fondos mínimo obligatorio a los setenta y dos años de edad del plan del empleador actual, a menos que seas propietario de un 5% o más de la compañía.

Revisa el resumen de la descripción del plan de tu nuevo empleador para verificar los detalles y requisitos del plan.

Desventajas

- Los cambios que tu empleador haga al plan te afectarán a ti (p.ej., inversiones del plan, cargos, servicios, proveedores del plan, cancelación del plan).
- Las opciones de inversión están limitadas a las que el plan ofrezca.
- La cuenta está sujeta a las limitaciones del plan, incluidas las disposiciones de retiro de fondos de ingreso cuando te jubiles.
- La cuenta está sujeta a cargos administrativos o de otra índole.
- La asesoría de inversión personalizada o que tome en cuenta tus otros activos o necesidades particulares puede no estar disponible en el plan de jubilación.
- El plan puede ofrecer menos opciones de inversión u opciones más costosas que las del plan de tu empleador anterior.
- Puede haber más restricciones a la hora de retirar fondos mientras el participante esté empleado.
- Puede que no estén permitidos los traspasos o que se tenga que cumplir con un período de elegibilidad.
- Las transferencias en especie de acciones de la compañía tendrán un valor revaluado que estará sujeto a impuestos como ingreso ordinario al retirarlas del plan de jubilación.

4 Retirar todos los ahorros y cerrar la cuenta

Ventajas

- Acceso inmediato al efectivo.
- Potenciales ventajas tributarias significativas para las acciones de la compañía que se hayan revalorizado sustancialmente.
- Si se han hecho contribuciones después de impuestos, puedes tomar esas cantidades sin impuestos (aunque las ganancias de esas contribuciones sí tendrán impuestos).

Desventajas

- En el momento del retiro de fondos se retiene un 20% del saldo de la cuenta gravable para el prepago de los impuestos federales sobre ingresos.
- También se podrían aplicar impuestos estatales y un 10% de penalización por retiro de fondos temprano sobre el saldo de la cuenta gravable.
- Te puede pasar a una categoría de impuestos más alta.
- Se pierde el futuro crecimiento potencial con impuestos postergados.
- No tiene protección contra acreedores ni bancarrota.

Sin este dinero apartado para la jubilación, cuando te quieras jubilar o ya no puedas trabajar ¿tendrás los ahorros que necesitas?

Los productos de seguro e inversión:

- **No están asegurados por la FDIC ni ninguna agencia gubernamental federal.**
- **No son depósitos ni otra obligación de ningún banco o cooperativa de crédito, ni están garantizados por estos.**
- **Están sujetos a riesgos de inversión, incluida la posible pérdida de la cantidad de capital invertido.**

* Es posible que se permitan retiros mientras estás trabajando para la compañía patrocinadora del plan de jubilación. Habla con el administrador del plan para conocer los detalles y requisitos.

¹ Estas consideraciones se prepararon para cuentas de planes 401(k) antes de impuestos. Algunas de estas consideraciones pueden aplicar también a otros tipos de planes y/o cuentas (p.ej., cuentas Roth después de impuestos). Consulta con un asesor de impuestos si participas en otro plan o posees otro tipo de cuenta.

² Este contenido es informativo y no se debe interpretar como consejo ni recomendación. Este contenido no es un consejo legal ni de impuestos. Consulta estos temas con un asesor legal o de impuestos.

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Instrucciones: Completa todos los pasos a continuación y firma este formulario para traspasar los saldos del plan de jubilación de un empleador anterior o de una cuenta de jubilación individual (IRA; por sus siglas en inglés) al plan de jubilación actual con servicios prestados por Principal®.

1. Información personal (por favor, escribe con tinta negra)

Nombre		Fecha de nacimiento		Número de Seguro Social	
		/ /		- -	
Apellido	Nombre	Inicial del segundo nombre			
Dirección postal					
Calle	Apartamento	Ciudad	Estado	Código postal	
Fecha de contratación		Teléfono		Dirección de email	
/ /		- -			

La dirección de email que indiques se usará para todos los servicios provistos por Principal Financial Group®. Para obtener más información, consulta nuestra política de privacidad en principal.com.

2. Cuéntanos sobre tus fondos de traspaso

¿Sabes si los fondos son contribuciones **brutas** (antes de impuestos) o **netas** (después de impuestos)? (Indica una)

- Sí.** Por favor, escribe más detalles (indica todas las que apliquen).
- Brutas (antes de impuestos).** Valor aproximado de la cuenta \$ _____
- Netas (después de impuestos).** ¿Qué tipo de contribuciones netas son los fondos? (marca todas las que apliquen)
- 1.) Roth**
- Cantidad de la cuenta Roth con impuestos diferidos(excluyendo las ganancias/pérdidas) \$ _____
 - Ganancias de la cuenta Roth con impuestos diferidos \$ _____
 - Año fiscal de la primera cuenta Roth con impuestos diferidos _____
- ¿Era alguna parte de la cuenta Roth originalmente una contribución bruta?**
- No**
- Sí,** he completado una conversión de cuenta Roth de contribuciones brutas dentro del plan a una cuenta Roth. \$ _____
- Año fiscal de completación _____
- 2.) Otras contribuciones netas** (no a la cuenta Roth)
- Otra cantidad de contribución neta (excluyendo las ganancias/pérdidas) \$ _____
- No. ¿No estás seguro?** No te preocupes. Te ayudaremos a pedirle esta información a la institución financiera que actualmente tiene los fondos.

3. Confirmación del traspas

Al firmar este formulario, acepto que...

Este formulario está diseñado como una forma rápida de dirigir la inversión de los fondos de traspaso elegibles. Si no tengo una elección de inversión en archivo o si deseo hacer una distribución alternativa, seleccionaré las opciones de inversión ingresando a principal.com o llamando al 1-800-547-7754 (para español, oprime el 1).

Si no realizo una elección de inversión distinta antes de que Principal® reciba el traspaso de mis fondos, los fondos se invertirán según mi elección de inversión actual. Si no tengo una elección de inversión en archivo, mis fondos se dirigirán a las alternativas de inversión predeterminadas del plan: Vanguard Target Retirement Fund según tu edad actual y la fecha de jubilación normal en el plan de jubilación.

Certifico que este traspaso no contiene fondos de un retiro por dificultad financiera, contribuciones en exceso, ni fondos sujetos a una distribución mínima obligatoria.

Certifico que ninguna parte de este traspaso es parte de una cuenta IRA heredada, cuenta IRA SIMPLE dentro de los dos primeros años de la primera distribución o cuenta Roth IRA.

Certifico que, si los fondos provienen del plan de un empleador anterior, he verificado que el plan es un plan calificado bajo el Código de Impuestos Internos 401(a), o 403(b) o 457 (b).

Entiendo que Principal se guiará por la información que he escrito en este formulario y/o por la información proveniente de la institución financiera actual con respecto a la distribución del depósito entre contribuciones brutas o netas (incluyendo cualquier contribución Roth).

Tienes otras opciones aparte del traspaso de la cuenta de jubilación del plan de jubilación de tu empleador anterior al plan de tu nuevo empleador. Los cargos, opciones de inversión, servicios y características del plan varían entre los planes de jubilación.

Al traspasar los fondos de esta cuenta, acepto que he recibido y revisado la información acerca de las opciones de inversión del plan para que pueda tomar una decisión de inversión informada. Existe información disponible sobre las opciones de inversión del plan en el *Investment Options Summary* (en inglés) incluidas en el cuaderno de inscripción y online en principal.com.

Debes traspasar los fondos calificados dentro de 60 días a partir de la distribución para evitar las sanciones tributarias. Si han pasado más de 60 días, acepto que estoy auto-certificando este traspaso, ya que soy elegible para una exención de dicho periodo de acuerdo a las pautas proporcionadas por el IRS y enviaré una copia de mi auto-certificación a Principal.

Mi firma

Fecha

X _____ / /

*Puedes traspasar una distribución de una cuenta IRA tradicional a un plan calificado bajo el Código de Impuestos Internos § 401(a) o 403(b), una anualidad o un plan gubernamental 457(b) hasta el punto donde la distribución estaría sujeta a impuestos si no fuera traspasada. Las contribuciones netas a una cuenta IRA (incluidas las contribuciones no deducibles a una cuenta IRA tradicional) no se pueden traspasar a uno de estos planes. Las cantidades traspasadas a un plan gubernamental 457(b) diferentes de otro plan gubernamental 457(b) están sujetas al impuesto por retiro temprano.

Puedes traspasar una cuenta Roth únicamente a un plan que permite contribuciones Roth. Por favor, lee tu *Summary Plan Description* [Resumen de la descripción del plan] o el documento del plan antes de traspasar cuentas Roth para asegurarte de que las contribuciones Roth están disponibles.

4. Autorización del patrocinador del plan

El patrocinador del plan o fideicomisario ha autorizado a Principal Life Insurance Company a aceptar las contribuciones de traspaso según el acuerdo firmado.

5. Solicitud de los detalles de la contribución y los fondos

Debes solicitar los fondos de la institución financiera que los tiene actualmente. Debes darles ciertas instrucciones con respecto a cómo nos deben traspasar los fondos y el desglose de cómo se deberían dirigir según tus contribuciones brutas y netas (ver a continuación). Nos guiaremos por esta información y/o por la información que hayas escrito en este formulario cuando se distribuyan los fondos en Principal.

Número del contrato/identificación del plan: 5-20878

O podemos ayudarte. Si deseas ayuda para contactar a la institución financiera actual, llámanos al 1-800-547-7754 para más información (para español, oprime el 1).

Los cheques deben ser pagaderos a:

Principal Trust Company
FBO: <Tu Nombre>
Número de identificación del contrato/plan 5-20878
Distribución del depósito entre contribuciones brutas y netas

Los cheques deben enviarse a:

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

Instrucciones para transferencias bancarias:

Número ABA: 121000248
Número de cuenta: 0837354943
FBO: <Tu Nombre>
Número de identificación del contrato/plan 5-20878
Distribución del depósito entre contribuciones brutas y netas

6. Envío del formulario completado y los fondos de traspaso

Si no recibimos este formulario en un periodo de 15 días laborales a partir del recibo de los fondos de traspaso, se devolverán los fondos de traspaso.

Cheque adjunto

Dirección postal para el formulario completado y el cheque:

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

La institución financiera anterior enviará un cheque o hará una transferencia electrónica

Envía por fax este formulario firmado y completado al número a continuación para informarnos que tus fondos de traspaso ya están en camino.

1-866-704-3481 (para español, oprime el 1).

Para residentes de Florida: cualquier persona que, a sabiendas, y con la intención de dañar, estafar o engañar a cualquier aseguradora, presente una declaración de reclamo o una solicitud con información falsa, incompleta o engañosa, es culpable de delito grave en tercer grado.

Las opciones de inversión están sujetas al riesgo de inversión. Las acciones o unidades de valor fluctuarán y las inversiones, cuando sean redimidas, podrían valer más o menos que su costo original.

Si los fondos se traspasan al plan antes de que el participante obtenga la elegibilidad, este formulario es válido solamente si el participante recibe el *Investment Options Summary* (en inglés) del plan y la notificación 404 antes de ejecutarlo.

El contenido de este cuaderno de inscripción está actualizado según la fecha de producción que aparece a continuación. Si existen

discrepancias entre esta información y el documento legal del plan, el documento legal del plan gobernará. Si la fecha de producción tiene más de tres meses, comunícate con tu patrocinador del plan o ingresa a principal.com para saber la información actualizada sobre el plan de jubilación y la opción de inversión. Las compañías miembro de the Principal Financial Group® prohíben la manipulación del contenido de este libretto de trabajo. Si tu patrocinador del plan elige otorgar este cuaderno de trabajo electrónicamente, Principal® no es responsable de ningún cambio no autorizado.

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PG4689A-05 | 2290319-072022 | 07/2022



Número del contrato/
Identificación del plan: 520878
LugarCTD01304

Designación de beneficiarios del plan retiro (QPSA, por sus siglas en inglés)

Se puede designar al beneficiario o beneficiarios por Internet en principal.com o completando el formulario a continuación.

5) Devolver el formulario de beneficiarios a Principal Life Insurance Company y guardar una copia..

Para nombrar a los beneficiarios, se debe seguir los pasos a continuación: 1) Completar la sección "Información personal". 2) Seleccionar una de las opciones de beneficiario (Opción A, B o C). Consultar la página 3 para ver instrucciones más detalladas y ejemplos. 3) Nombrar a los beneficiarios en la página 2. 4) Firmar el formulario al final de la página 2.

Información personal (por favor escribir con tinta negra)

Nombre			Número de teléfono		Número del Seguro Social	
_____			- -		- -	
Apellido	Nombre	Inicial del segundo nombre				
Dirección				Dirección de email		
Calle	Ciudad	Estado	Código postal	_____		

Opciones de beneficiario (elegir uno)

- Opción A: Participante soltero** (incluye viudo, divorciado o separado legalmente)
No estoy casado y designo a las personas nombradas en la página 2 de este formulario para que reciban los beneficios de este plan tras mi fallecimiento. Entiendo que, de llegar a casarme, esta designación quedaría sin efecto al cumplirse un año de mi matrimonio (algunos planes especifican un período más corto).
- Opción B: Casado, cónyuge único beneficiario** (no es necesaria la firma del cónyuge)
Estoy casado y designo a mi cónyuge nombrado en la página 2 de este formulario para que reciba todos los beneficios de este plan/contrato tras mi fallecimiento.
- Opción C: Casado, cónyuge no es el único beneficiario principal**
[La firma del cónyuge es OBLIGATORIA: revisar el texto de consentimiento para la Renta vitalicia calificada previa al retiro a favor del sobreviviente (QPSA, por sus siglas en inglés) al final de este formulario.]

Estoy casado y designo a las personas nombradas en la página 2 de este formulario para que reciban los beneficios tras mi fallecimiento según las disposiciones del plan. **Nota:** Si es casado y no se nombra al cónyuge como el único beneficiario principal, el cónyuge debe firmar el consentimiento a continuación. La firma la debe atestiguar un representante del plan o agente certificador ("Notary Public"). Si es menor de 35 años, el cónyuge debe volver a dar su consentimiento por escrito al principio del año del plan en el que se cumplan los 35 años para que esta designación se mantenga en vigor.

Aviso al cónyuge: Al firmar, también se confirma que se ha leído la notificación sobre la Renta vitalicia calificada previa al retiro a favor del sobreviviente (QPSA) y el consentimiento que aparece en la última página de este formulario.

Al marcar esta casilla, acepto solamente la designación del beneficiario que se indica en este formulario. Mi cónyuge no puede cambiar a los beneficiarios sin mi consentimiento.

Firma del cónyuge (debe ser atestiguada por un representante del plan o agente certificador ["Notary Public"]) **Fecha**

X _____ / ____ / ____

El cónyuge compareció ante mi persona y firmó el consentimiento el:	Representante del plan o Firma del agente certificador ("Notary Public")	Fecha
_____ / ____ / ____	X _____	_____ / ____ / ____

(Marcar si aplica) Certifico que no se ha podido ubicar a mi cónyuge para que firme este consentimiento. Notificaré al patrocinador del plan en caso de lograr ubicar a mi cónyuge. **Nota:** Si no se logra ubicar al cónyuge, marcar esta casilla y solicitar que lo atestigüe el representante del plan. Se debe establecer, a satisfacción del representante del plan, que no se puede ubicar al cónyuge.

Certifico que no se puede obtener el consentimiento del cónyuge porque este no puede ser ubicado.

Firma del representante del plan **Fecha**

X _____ / ____ / ____

Formulario de beneficiarios

Número del contrato/
Identificación del plan: 520878

Beneficiarios

Antes de completar, favor de leer las instrucciones, ejemplos y el aviso sobre la Renta vitalicia calificada previa al retiro a favor del sobreviviente en este formulario.

Se puede nombrar uno o más beneficiarios principales y/o contingentes. Si se necesita más espacio para indicar beneficiarios o nombrar a un Fideicomiso, Fideicomiso testamentario o menores de edad (tutor de los menores), favor de anexar una lista separada que se haya firmado con la fecha.

Nota: A menos que se indique lo contrario, si se nombra a dos o más beneficiarios, los beneficios se pagarán a los beneficiarios indicados o al sobreviviente o sobrevivientes, en partes iguales.

Nombre [beneficiarios principales]	Fecha de nacimiento / /	Parentesco	Número de Seguro Social	Porcentaje
Dirección	Ciudad	Estado	Código postal	
Nombre [beneficiarios principales]	Fecha de nacimiento / /	Parentesco	Número de Seguro Social	Porcentaje
Dirección	Ciudad	Estado	Código postal	

Si los beneficiarios principales no se encuentran con vida, páguese los beneficios por mi fallecimiento a:

En la mayoría de las circunstancias, los beneficiarios contingentes solamente recibirán un beneficio por fallecimiento si los eneficiarios principales fallecen antes que el participante y el beneficio por fallecimiento no se ha pagado en su totalidad.

Nombre [beneficiarios contingentes]	Fecha de nacimiento / /	Parentesco	Número de Seguro Social	Porcentaje
Dirección	Ciudad	Estado	Código postal	
Nombre [beneficiarios contingentes]	Fecha de nacimiento / /	Parentesco	Número de Seguro Social	Porcentaje
Dirección	Ciudad	Estado	Código postal	

* A partir del 1 de enero de 2020, es posible que apliquen ciertas limitaciones. Ver "Reglas sobre el acceso a los fondos obligatorio para beneficiarios designados" más adelante en este formulario.

Cambio de nombre

Cambiar mi nombre de: _____ **Cambiar mi nombre a:** _____ **Fecha** / /

Motivo: Matrimonio Divorcio: Otra: indicar la razón: _____

Mi firma

Esta designación anula todas las designaciones previas realizadas en el plan de retiro.

Mi firma (obligatorio) _____ **Fecha** / /

Bajo pena de perjurio, certifico con mi firma que toda la información en esta designación de beneficiarios es verdadera, actual y completa.

Instrucciones

Leer cuidadosamente antes de completar este formulario. Para asegurar que los beneficios por fallecimiento se paguen de la manera deseada, seguir las pautas a continuación:

Opción A Si no está casado.

Opción B Si está casado y desea que todos los beneficios por fallecimiento del plan se paguen a su cónyuge. El cónyuge no tiene que firmar el formulario.

Opción C Si está casado y desea que los beneficios por fallecimiento se paguen a una persona distinta al cónyuge, adicional al cónyuge, o a un fideicomiso o patrimonio. El cónyuge debe firmar el consentimiento en este formulario. La firma la debe atestiguar un representante del plan o agente certificador ("Notary Public").

Se puede nombrar uno o más beneficiarios contingentes. Si se necesita más espacio para indicar beneficiarios o nombrar a un Fideicomiso, Fideicomiso testamentario o menores de edad (tutor de los menores), favor de anexar una lista separada que se haya firmado con la fecha.

Favor de asegurarse de firmar y anotar la fecha en el formulario. Mantener una copia de este formulario para los propios archivos. Si no se anota la fecha en el formulario, la designación entrará en vigor el día en que la reciba el patrocinador del plan o Principal Life Insurance Company, dependiendo de las disposiciones del plan.

Si el estado civil cambia, revisar la designación de beneficiarios para asegurar que cumpla con estos requisitos. Si el nombre cambia, completar la sección "Cambio de nombre" en este formulario.

Ejemplos de nombramiento de beneficiarios

Favor de asegurarse de utilizar los nombres de pila, como "María Rodríguez", no "Sra. de Juan Rodríguez" e incluir la dirección y parentesco de los beneficiarios al participante. Si se necesita más espacio para indicar beneficiarios o nombrar a un Fideicomiso, Fideicomiso testamentario o menores de edad (tutor de los menores), favor de anexar una lista separada que se haya firmado con la fecha. Los ejemplos a continuación pueden ser útiles:

	Nombre	Parentesco	Seguro social	Dirección	Cantidad/ Porcentaje
Un beneficiario principal	María Rodríguez	Hermana	###-##-####	XXXXXXXXXXXX	100%
Dos beneficiarios principales	Julieta Rodríguez	Madre	###-##-####	XXXXXXXXXXXX	50%
	Juan Rodríguez o al sobreviviente	Padre	###-##-####	XXXXXXXXXXXX	50%
Un beneficiario principal y uno contingente	Julieta Rodríguez	Cónyuge	###-##-####	XXXXXXXXXXXX	100%
	si se encuentra con vida; de lo contrario, a Juan Rodríguez	Hijo	###-##-####	XXXXXXXXXXXX	100%
Patrimonio	Mi Patrimonio				100%
Fideicomiso	Banco ABC y Fideicomiso S.A.	Fideicomisario o sucesor en el fideicomiso bajo (nombre del fideicomiso) establecido el (fecha del acuerdo de fideicomiso)		XXXXXXXXXXXX	100%
Fideicomiso testamentario (Fideicomiso establecido como parte del testamento del participante)	Juan Rodríguez/Fideicomiso creado por el Testamento y el Testamento del participante ante el Banco ABC			XXXXXXXXXXXX	100%
Hijos y nietos (si el beneficiario es menor de edad, usar el texto de ejemplo a continuación)	Julieta Rodríguez	Hijo	###-##-####	XXXXXXXXXXXX	33.4%
	Juan Rodríguez	Hija	###-##-####	XXXXXXXXXXXX	33.3%
	Guillermo Rodríguez	Hijo	###-##-####	XXXXXXXXXXXX	33.3%
	Si alguno de mis hijos fallece antes que yo, los hijos sobrevivientes de dicho hijo recibirán porciones iguales de la parte que su padre o madre hubiese recibido si estuviera con vida. Si mi hijo fallecido no tiene ningún hijo sobreviviente, la parte de mi hijo fallecido se deberá destinar a mis otros hijos sobrevivientes en partes iguales.				
Hijos menores de edad (tutor del menor)	Juan Rodríguez, hijo, y Julieta Rodríguez, hija, en partes iguales, o al sobreviviente. No obstante, si cualquier beneficio resulta pagadero al beneficiario menor de edad, según lo definido por la Ley uniforme de transferencias a menores de edad en Iowa (UTMA, por sus siglas en inglés), estos beneficios se pagarán a Francisco Rodríguez, quien es el tutor de Juan Rodríguez según la ley UTMA en Iowa, y a Francisco Rodríguez, quien es el tutor de Julieta Rodríguez según la ley UTMA en Iowa.				

Formulario de beneficiarios

Número del contrato/
Identificación del plan: 520878

* Reglas sobre el acceso a los fondos obligatorio para beneficiarios designados

Si el participante fallece antes de cobrar la totalidad de sus beneficios o si la opción del beneficio paga una cantidad después de que fallezca el participante, el beneficiario debe recibir el pago total antes del 31 de diciembre del décimo año calendario que inicie posterior al fallecimiento del participante. Este período puede prolongarse para que sea igual al tiempo de vida o esperanza de vida del beneficiario del participante, si dicho beneficiario es:

- El cónyuge sobreviviente del participante;
- El hijo menor de edad del sobreviviente (limitado a 10 años una vez que el hijo alcance la mayoría de edad);
- Una persona discapacitada según lo definido en la sección 72(m)(7) del código de Impuestos Internos;
- Una persona con una enfermedad crónica, según lo definido en la sección 7702B(c)(2) del código de Impuestos Internos; o
- Una persona no más de 10 años menor que el participante

Es posible que a los beneficiarios que no sean personas (por ejemplo, un patrimonio) se les limite a solo recibir beneficio por un período que no sobrepase la fecha del 31 de diciembre del quinto año calendario que inicie posterior al fallecimiento del participante.

Notificación sobre Renta vitalicia calificada previa al retiro a favor del sobreviviente (QPSA, por sus siglas en inglés)

Si tiene una cuenta con derechos adquiridos en un plan de retiro, la ley federal requiere que su cónyuge reciba un beneficio por fallecimiento especial si usted fallece antes de comenzar a recibir los beneficios de retiro (o, si ocurre primero, antes de que comience el período en el que se pagarían los beneficios de retiro).

Si los cónyuges han estado casados al menos durante un año (algunos planes pueden especificar un período más corto), el cónyuge sobreviviente tiene derecho de recibir estos pagos durante el resto de la vida, a partir del fallecimiento del cónyuge participante. Este beneficio especial por fallecimiento frecuentemente se conoce como “Renta vitalicia calificada previa al retiro a favor del sobreviviente” (QPSA, por sus siglas en inglés). Este beneficio por fallecimiento se pagará automáticamente en una suma única en vez de como una renta QPSA si el valor del beneficio por fallecimiento es de \$5,000** o menos.

Si el valor de la suma única del beneficio por fallecimiento es mayor a \$5,000, se pagará en forma de renta QPSA. Puede haber otras opciones disponibles. La cantidad real del beneficio QPSA puede variar según el saldo de la cuenta con derechos adquiridos, la edad y el costo de compra del beneficio.

No se puede eliminar el derecho al beneficio QPSA otorgado por la ley federal, a menos que usted esté de acuerdo con renunciar a él. Si el participante renuncia a dicho beneficio, su cónyuge puede elegir qué parte, o todo el beneficio por fallecimiento se pagará a otra persona. La persona seleccionada por el cónyuge participante para recibir el beneficio por fallecimiento generalmente se conoce como “beneficiario”.

Por ejemplo, si usted acepta, el cónyuge participante puede solicitar que se pague el beneficio por fallecimiento a sus hijos en vez de a usted.

Ejemplo: Pablo y Rosa Rodríguez se ponen de acuerdo en que Rosa no recibirá el beneficio QPSA. Pablo y Rosa también deciden que la mitad del beneficio por fallecimiento pagadero a partir de la cuenta con derechos adquiridos de Pablo se otorgará a Rosa y la otra mitad, al hijo de Pablo y Rosa, Carlos. El beneficio total por fallecimiento es \$200 al mes. Tras el fallecimiento de Pablo, el plan pagará \$100 al mes a Rosa por el resto de su vida. Es posible que Carlos también reciba pagos del plan siempre y cuando se cumplan las reglas sobre el acceso a los fondos obligatorio para beneficiarios designados.

La renuncia al beneficio QPSA debe ser voluntaria. Es su decisión personal renunciar a este derecho. Si firma este acuerdo, su cónyuge podrá elegir al beneficiario que recibirá el beneficio por fallecimiento sin informarle y sin tener que haberlo acordado con usted. El cónyuge participante podrá cambiar de beneficiario en cualquier momento antes de comenzar a recibir beneficios o antes de su fallecimiento. Usted tiene el derecho de aceptar y permitir que su cónyuge seleccione únicamente a un beneficiario en particular. Si desea permitir que su cónyuge pueda seleccionar solamente a un beneficiario en particular, favor de marcar la casilla de la Opción C en la sección “Opciones de beneficiario”, lo cual limitará las opciones a las designadas en este formulario.

Se puede renunciar a todo o parte del beneficio QPSA. En caso de hacerlo, el plan pagará parte del beneficio al cual no se renunció y el remanente del beneficio a la persona o personas seleccionadas por el cónyuge.

Se puede cambiar de parecer respecto a la renuncia al beneficio QPSA hasta la fecha en que el cónyuge participante fallezca. Después de esa fecha, no se puede cambiar este acuerdo. Si se cambia de parecer, se debe notificar por escrito al administrador del plan sobre el deseo de revocar el consentimiento otorgado mediante este formulario.

Es posible perder el derecho al beneficio QPSA si los cónyuges se separan legalmente o se divorcian, incluso si no se firma este acuerdo. No obstante, si los cónyuges se separan legalmente o divorcian, es posible que se pueda obtener una orden judicial

especial conocida como “orden judicial de pago de pensión alimenticia autorizada por el administrador del plan” (QDRO, por sus siglas en inglés), la cual específicamente protege los derechos de recibir el beneficio de la renta QPSA u otros beneficios con este plan. Si alguno de los cónyuges está pensando en separarse o divorciarse, se debe buscar consejo legal respecto a los derechos a los beneficios del plan.
.....

Consentimiento y acuerdo conyugal sobre la renta QPSA

Entiendo que tengo el derecho de recibir el beneficio QPSA de la cuenta de retiro de mi cónyuge (consultar la sección anterior para ver la explicación del beneficio QPSA) en caso de que este fallezca antes de recibir sus beneficios de retiro o, de ser antes, previo al comienzo del período durante el cual se pagan los beneficios. También entiendo que si el valor del beneficio QPSA es de \$5,000** o menos, el plan me pagará el beneficio en una suma total.

Acepto renunciar a mi derecho de recibir el beneficio QPSA por fallecimiento y permitir que mi cónyuge elija a otro beneficiario para que reciba parte o todo el beneficio. Entiendo que, al firmar este acuerdo, mi cónyuge puede elegir a cualquier beneficiario sin decírmelo y sin mi consentimiento a menos que yo limite la elección de mi cónyuge a un beneficiario en particular al marcar la casilla apropiada en la sección Mis Elecciones de Beneficiario en este formulario. Si no marco esta casilla, entiendo que mi cónyuge podrá cambiar al beneficiario en cualquier momento antes del comienzo del pago de los beneficios de retiro sin decirme y sin obtener mi aprobación.

Entiendo que no estoy obligado a firmar este acuerdo. Estoy firmando este acuerdo voluntariamente. Si no firmo este acuerdo, recibiré el beneficio QPSA si mi cónyuge fallece antes de comenzar los beneficios por retiro o, si en una fecha anterior, antes de comenzar el período en el que los beneficios por retiro son pagaderos. Entiendo que si el valor del beneficio QPSA es \$5,000** o menos, el plan me pagará el beneficio en un solo pago.

** El plan del participante puede especificar una cantidad menor en dólares.

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Principal Life Insurance Company
Des Moines, IA 50306-9394

Plan Summary

Am I eligible for LAKE FOREST ACADEMY DEFINED CONTRIBUTION PLAN?

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

- hired to work less than 20 hours per week

You may begin making salary deferral contributions immediately.

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

- are at least age 21

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 LAKE FOREST ACADEMY 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.

Can I make after-tax, Roth salary deferral contributions?

Roth salary deferral contributions are another option to designate your salary deferral contributions.

Plan Summary

Roth salary deferral contributions are made on an after-tax basis. You may designate any amount of the available salary deferral limit for a plan calendar year as Roth salary deferral contributions.

Roth salary deferral contributions plus your pre-tax salary deferral contributions are counted toward the annual salary deferral contribution amount and salary deferral contribution percentage mentioned above.

Distributions from your Roth salary deferral contribution account will generally be tax-free if the distribution meets the qualified distribution requirements, death or disability and you have maintained the Roth salary deferral account for at least 5 taxable years.

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 may match part of the pay you contribute to the plan through salary deferral.

If you are making an elective deferral contribution of less than 4% of compensation, your employer will not make a matching contribution.

If you are making an elective deferral contribution of at least 4% of compensation and have less than 10 years of service, your employer will make a matching contribution of an amount equal to 10% of compensation.

If you are making an elective deferral contribution of at least 4% of compensation and have 10 years or more of service, your employer will make a matching contribution of an amount equal to 12% of compensation.

If a matching contribution is made to the plan, it will be calculated based on salary deferrals and pay as of the end of the pay period.

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.

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.

Plan Summary

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.

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?

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 65)
- Death
- Disability*
- Termination of employment

Plan Summary

- 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.

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 minimum loan amount is \$1,000.00.

Up to 2 loan(s) can be approved in a 12-month period. You may have 1 loan(s) outstanding at any time.

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 10-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.

Plan Summary

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.

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.

Annual 403(b) Plan Universal Availability Participant Notice

Principal Life Insurance Company
Des Moines, IA 50392-0001
1-800-986-3343
www.principal.com
A member of Principal Financial Group®



This Notice provides important information regarding the 403(b) plan in which you may be or are eligible to participate.

Your retirement plan offers you the opportunity to participate and save by making elective deferral contributions. Whether you are enrolling in the Plan for the first time or are already enrolled and wish to make a change to your elective deferral agreement, please review the Summary Plan Description and/or the Retirement Plan Document along with any other retirement plan materials provided to you that explain the terms of the retirement plan.

Who Is Eligible?

A 403(b) plan must generally allow all employees to make elective deferrals to the retirement plan. Under the universal availability rule, you may be immediately eligible however there could be some exceptions. Please refer to your Summary Plan Description (SPD), plan document, &/or other plan materials to determine your eligibility.

You may make elective deferral contributions as early as the date in which you become an eligible employee unless otherwise specified in the plan document. Please refer to your SPD, plan document, &/or other plan materials, for the date in which you may enter the plan for the purpose of elective deferrals.

How do I enroll in the retirement plan or make a change to my elective deferral contributions?

Whether you are enrolling in the retirement plan for the first time or making a change to your elective deferral contribution you may do so either by logging onto principal.com, completing enrollment materials or a salary deferral agreement form provided online &/or by the plan sponsor before the date on which it is effective.

If interested in making a change to increase or decrease your existing elective deferral agreement, generally you may do so on any date unless otherwise indicated in the plan document. Please refer to your SPD, the plan document, &/or other plan materials for the specific time in which you can make salary deferral agreement changes. You may stop at any time.

Are there limits to my contributions?

Contribution limitations, if applicable, will be indicated in the retirement plan document and/or the SPD.

Catch-up Contributions may also be available to participants meeting certain requirement(s). The retirement plan document or SPD will indicate whether the special section 403(b) catch-up and/or age 50 catch-up is available to you.

Your maximum contribution percentage and/or dollar amount may also be limited by the Internal Revenue Code. Current employee contribution limits may be found by searching for 403(b) contribution limits on the Internal Revenue Service website at www.irs.gov.

Who do I contact if I need more information?

Please contact your plan sponsor with questions and/or additional information regarding your retirement plan, go online at principal.com, or call us at 1-800-547-7754.

For more information on 403(b) plans search Publication 571 on the Internal Revenue Service website site at www.irs.gov.

The legal plan document governs the employer's plan. If any discrepancies, the legal plan document will govern. Contact your plan sponsor if you have any questions regarding applicable retirement plan provisions.

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

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

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Important Participant Notice Regarding Qualified Default Investment Alternative

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 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 Vanguard Target Retirement Fund, sub advised by Vanguard Group. Your directions must be received at the Corporate Center of Principal Life Insurance Company®.

See the table below to identify the Vanguard Target Retirement Fund 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. See your Summary Plan Description for the definition of Normal Retirement Date.

Normal Retirement Date	Vanguard Target Retirement Fund
2017 or earlier	Vanguard Target Retirement Income Inv Fund
Between 2018 and end of 2022	Vanguard Target Retirement 2020 Inv Fund
Between 2023 and end of 2027	Vanguard Target Retirement 2025 Inv Fund
Between 2028 and end of 2032	Vanguard Target Retirement 2030 Inv Fund
Between 2033 and end of 2037	Vanguard Target Retirement 2035 Inv Fund
Between 2038 and end of 2042	Vanguard Target Retirement 2040 Inv Fund
Between 2043 and end of 2047	Vanguard Target Retirement 2045 Inv Fund
Between 2048 and end of 2052	Vanguard Target Retirement 2050 Inv Fund
Between 2053 and end of 2057	Vanguard Target Retirement 2055 Inv Fund
Between 2058 and end of 2062	Vanguard Target Retirement 2060 Inv Fund
Between 2063 and end of 2067	Vanguard Target Retirement 2065 Inv Fund
2068 or later	Vanguard Target Retirement 2070 Inv Fund

Asset allocation/diversification does not guarantee a profit or protect against a loss.

Note: Neither the principal nor the underlying assets of the Vanguard Target Retirement Fund are guaranteed at any time, including the target date. Investment risk remains at all times.

To learn about the retirement plan's default investment option and related objectives, risk and return characteristics, and associated fees and expenses, please see the following description and attached investment information or Investment Option Summary included in the enrollment workbook for the Vanguard Target Retirement Fund that will apply.

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. Neither asset allocation nor diversification can assure a profit or protect against a loss in down markets. 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.

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 principal.com and logging into the account or by calling 1-800-547-7754.

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

Additional Information

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

KRISTIN PAISLEY
1500 W KENNEDY RD
LAKE FOREST, IL 60045-1047
(847)615-3209
kpaisley@lfanet.org

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.

The LAKE FOREST ACADEMY DEFINED CONTRIBUTION PLAN (the Plan) offered by LAKE FOREST ACADEMY has fees associated with the services and resources provided by the Plan. This notice contains information about the fees, expenses, investment options and restrictions for the Plan. Log on to principal.com or call us at 800.547.7754 to make changes to your account or request additional information.

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. The Plan Fiduciary makes certain investment options available to you under the Plan. To help you make informed investment choices and for more information about the investment options (including investment objectives, performance and fees) available under the Plan, please review the attached Investment Option Summary or visit principal.com. You are responsible for directing the retirement funds to the options available in the Plan and can make changes to your mix by logging into your account at principal.com.

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:

LAKE FOREST ACADEMY
1500 W KENNEDY RD
LAKE FOREST, IL 60045-1047
847-615-3209

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 applicable 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
- 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

ERISA Section 404(c) — The Employee Retirement Income Security Act (ERISA) provides rules on the investment of retirement funds. LAKE FOREST ACADEMY 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. Additionally, you may direct the investment of individual retirement accounts, choose from at least three diverse investment options, and 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.

Directing or transferring 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.

Fees and expenses⁺ — For the current year, an annual Plan administrative expense of 0.4200% applies to your account balance. One-twelfth of the total amount will be deducted from your account balance each month.

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

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

⁺ 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.

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
- **Distribution in-kind fee:** \$50.00
- **Distribution installment fee:** \$12.50 per quarter
- **Loan maintenance fee for new loans:** \$12.00 per quarter
- **Loan setup fee:** \$75.00
- **Qualified Domestic Relations Order processing fee:** \$350.00 for each Domestic Relations Order processed. The fee is divided equally between the participant and the alternate payee involved unless specified differently within the Domestic Relations Order or the Plan's Administrative Procedures.
- **Wire transfer fee:** \$25.00
- **Fee for overnight mailing a check:** \$25.00
- **Stop payment fee:** \$25.00
- **402(g) refund fee (deferral contributions made in excess of IRS limit):** \$50.00

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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.

When you log into your account at principal.com and click on Investments > Investment Performance, you can find the following to review investment information.

- The most recent month end performance on an investment option.
- To view asset class descriptions, scroll below the list of available investment options, then click on "View detailed descriptions of all asset classes."
- To view the description of a benchmark for a specific investment, click on the investment name, then Investment Option Profile and scroll to the bottom of the page.

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 and a glossary of terms to assist you in understanding the designated investment options.

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

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

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

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

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

Asset Class: Short-Term Fixed Income	Investment Category: Short Term Bond	Inv Manager or Sub-Advisor: Vanguard Group						
Investment Option Name: Vanguard Short-Term Investment-Grade Admiral Fund ^{14,25}	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	0.36	2.13	3.89	-1.06	1.47	1.62	3.03	2/2001
Benchmark: Bloomberg Government/Credit 1-3 Year Index	0.73	1.87	2.77	-0.72	1.21	1.02	-	-

Description: The investment seeks to provide current income while maintaining limited price volatility. The fund invests in a variety of high-quality and medium-quality fixed income securities, at least 80% of which will be short- and intermediate-term investment-grade securities. High-quality fixed income securities are those rated the equivalent of A3 or better; medium-quality fixed income securities are those rated the equivalent of Baa1, Baa2, or Baa3.

Fees & Expenses	Total Investment Expenses			Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
	Gross %/ Per \$1,000	Net %						
	0.10/\$1.00	0.10	-					
Composition (% of Assets) as of 06/30/2023	U.S. Bonds	Non-U.S. Bonds	Cash					
	81.10	18.50	0.40					

Asset Class: Fixed Income	Investment Category: High Yield Bond	Inv Manager or Sub-Advisor: BlackRock Advisors, LLC						
Investment Option Name: BlackRock High Yield Bond K Fund ^{4,14,19,25}	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	0.61	6.39	10.81	2.40	3.18	4.33	6.59	11/1998
Benchmark: ICE Bofa US High Yield Index	0.53	5.97	10.19	1.82	2.80	4.16	-	-

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.

Fees & Expenses	Total Investment Expenses			Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %					
	0.51/\$5.10	0.51	-				
Composition (% of Assets) as of 08/31/2023	U.S. Bonds	Non-U.S. Bonds	Other	Pre-ferred	U.S. Stocks	Conver-tibles	Cash
	86.00	13.49	4.68	1.00	0.41	0.40	-5.97

Asset Class: Fixed Income	Investment Category: Intermediate Core-Plus Bond	Inv Manager or Sub-Advisor: JP Morgan Investment Mgmt Inc.						
Investment Option Name: JP Morgan Core Plus Bond R6 Fund ^{14,E}	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-3.01	-0.38	0.87	-4.14	0.63	1.78	3.59	2/2005
Benchmark: Bloomberg US Universal Index	-2.88	-0.62	1.61	-4.68	0.34	1.43	-	-

Description: The investment seeks a high level of current income by investing primarily in a diversified portfolio of high-, medium- and low-grade debt securities. The fund will invest at least 80% of its assets in bonds. Under normal conditions, at least 70% of its total assets must be invested in securities that, at the time of purchase, are rated investment grade. The fund's investments in below investment grade securities or the unrated equivalent including below investment grade foreign securities will not, under normal circumstances, exceed more than 30% of the fund's total assets. Its average weighted maturity will ordinarily range between five and twenty years.

Fees & Expenses	Total Investment Expenses			Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
	Gross %/ Per \$1,000	Net %						
	0.39/\$3.90	0.38	-					
Composition (% of Assets) as of 08/31/2023	U.S. Bonds	Non-U.S. Bonds	Cash	Conver-tibles	U.S. Stocks	Pre-ferred		
	85.20	8.39	5.97	0.20	0.15	0.09		

Asset Class: Balanced/Asset Allocation	Investment Category: Target-Date Retirement							Inv Manager or Sub-Advisor: Vanguard Group	
Investment Option Name: Vanguard Target Retirement Income Inv Fund 11,12,17,19,30,31,G	Average Annual Total Return as of 09/30/2023 Quarter End								
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date	
	-2.35	3.16	7.02	-0.13	2.69	3.60	4.56	10/2003	
Benchmark: Morningstar Lifetime Moderate Income Index	-2.28	2.61	7.83	1.05	3.08	3.68	-	-	

Description: The investment seeks to provide current income and some capital appreciation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors currently in retirement. Its indirect bond holdings are a diversified mix of short-, intermediate-, and long-term U.S. government, U.S. agency, and investment-grade U.S. corporate bonds; inflation-protected public obligations issued by the U.S. Treasury; mortgage-backed and asset-backed securities; and government, agency, corporate, and securitized investment-grade foreign bonds issued in currencies other than the U.S. dollar.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
	Gross %/ Per \$1,000	Net %					
	0.08/\$0.80	0.08					
Composition (% of Assets) as of 08/31/2023	U.S. Bonds	Non-U.S. Bonds	U.S. Stocks	Non-U.S. Stocks	Cash	Other	Conver-tibles
	50.73	18.35	17.72	11.55	1.62	0.01	0.01

Asset Class: Balanced/Asset Allocation	Investment Category: Target-Date 2020							Inv Manager or Sub-Advisor: Vanguard Group	
Investment Option Name: Vanguard Target Retirement 2020 Inv Fund 11,12,17,19,30,31,G	Average Annual Total Return as of 09/30/2023 Quarter End								
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date	
	-2.65	4.18	9.36	1.43	3.58	5.24	5.53	6/2006	
Benchmark: Morningstar Lifetime Moderate 2020 Index	-3.70	2.25	8.71	0.22	3.09	4.55	-	-	

Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2020 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
	Gross %/ Per \$1,000	Net %					
	0.08/\$0.80	0.08					
Composition (% of Assets) as of 08/31/2023	U.S. Bonds	U.S. Stocks	Non-U.S. Bonds	Non-U.S. Stocks	Cash	Other	Conver-tibles
	41.27	24.27	16.55	15.97	1.90	0.02	0.01

Asset Class: Balanced/Asset Allocation	Investment Category: Target-Date 2025							Inv Manager or Sub-Advisor: Vanguard Group	
Investment Option Name: Vanguard Target Retirement 2025 Inv Fund 11,12,17,19,30,31,G	Average Annual Total Return as of 09/30/2023 Quarter End								
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date	
	-2.99	5.22	11.56	2.17	4.06	5.79	6.16	10/2003	
Benchmark: Morningstar Lifetime Moderate 2025 Index	-4.03	2.47	9.56	0.62	3.24	4.99	-	-	

Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2025 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
	Gross %/ Per \$1,000	Net %					
	0.08/\$0.80	0.08					
Composition (% of Assets) as of 08/31/2023	U.S. Stocks	U.S. Bonds	Non-U.S. Stocks	Non-U.S. Bonds	Cash	Other	Conver-tibles
	32.15	30.48	21.05	14.00	2.29	0.03	0.01

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2030				Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Target Retirement 2030 Inv Fund 11,12,17,19,30,31,G		Average Annual Total Return as of 09/30/2023 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		-3.20	5.93	13.14	2.97	4.46	6.28	6.11	6/2006
Benchmark: Morningstar Lifetime Moderate 2030 Index		-4.17	3.02	10.93	1.61	3.57	5.54	-	-

Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2030 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Fees & Expenses		Total Investment Expenses				Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
		Gross %/ Per \$1,000	Net %						
		0.08/\$0.80	0.08		-				
Composition (% of Assets) as of 08/31/2023		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Non-U.S. Bonds	Cash	Other	Conver-tibles	
		38.26	23.98	23.17	12.33	2.21	0.03	0.01	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2035				Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Target Retirement 2035 Inv Fund 11,12,17,19,30,31,G		Average Annual Total Return as of 09/30/2023 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		-3.33	6.61	14.56	3.88	4.92	6.79	6.91	10/2003
Benchmark: Morningstar Lifetime Moderate 2035 Index		-4.13	3.92	12.85	3.10	4.06	6.12	-	-

Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2035 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Fees & Expenses		Total Investment Expenses				Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
		Gross %/ Per \$1,000	Net %						
		0.08/\$0.80	0.08		-				
Composition (% of Assets) as of 07/31/2023		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Non-U.S. Bonds	Cash	Other		
		42.89	27.45	17.81	9.47	2.35	0.03		

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2040				Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Target Retirement 2040 Inv Fund 11,12,17,19,30,31,G		Average Annual Total Return as of 09/30/2023 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		-3.34	7.35	16.15	4.81	5.37	7.26	6.73	6/2006
Benchmark: Morningstar Lifetime Moderate 2040 Index		-3.95	4.91	14.88	4.59	4.57	6.57	-	-

Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2040 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Fees & Expenses		Total Investment Expenses				Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
		Gross %/ Per \$1,000	Net %						
		0.08/\$0.80	0.08		-				
Composition (% of Assets) as of 08/31/2023		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Non-U.S. Bonds	Cash	Other		
		47.44	28.87	14.02	7.31	2.31	0.04		

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2045				Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Target Retirement 2045 Inv Fund 11,12,17,19,30,31,G		Average Annual Total Return as of 09/30/2023 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		-3.45	8.06	17.67	5.72	5.87	7.61	7.53	10/2003
Benchmark: Morningstar Lifetime Moderate 2045 Index		-3.79	5.61	16.35	5.56	4.91	6.78	-	-
Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2045 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.08/\$0.80	0.08						
Composition (% of Assets) as of 08/31/2023		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Non-U.S. Bonds	Cash	Other		
		51.66	31.67	9.37	4.66	2.60	0.04		

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2050				Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Target Retirement 2050 Inv Fund 11,12,17,19,30,31,G		Average Annual Total Return as of 09/30/2023 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		-3.46	8.47	18.48	5.92	5.99	7.67	6.99	6/2006
Benchmark: Morningstar Lifetime Moderate 2050 Index		-3.71	5.92	17.03	5.93	5.03	6.81	-	-
Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2050 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.08/\$0.80	0.08						
Composition (% of Assets) as of 08/31/2023		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Non-U.S. Bonds	Cash	Other	Pre-ferred	
		53.71	34.16	6.46	3.14	2.47	0.04	0.01	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2055				Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Target Retirement 2055 Inv Fund 11,12,19,30,31,G		Average Annual Total Return as of 09/30/2023 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		-3.46	8.47	18.48	5.91	5.99	7.65	9.11	8/2010
Benchmark: Morningstar Lifetime Moderate 2055 Index		-3.70	5.94	17.15	5.96	5.00	6.74	-	-
Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2055 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.08/\$0.80	0.08						
Composition (% of Assets) as of 08/31/2023		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Non-U.S. Bonds	Cash	Other	Pre-ferred	
		53.17	34.71	6.51	3.13	2.43	0.04	0.01	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2060				Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Target Retirement 2060 Inv Fund 11,12,19,30,31,G		Average Annual Total Return as of 09/30/2023 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		-3.48	8.47	18.49	5.91	5.98	7.65	8.77	1/2012
Benchmark: Morningstar Lifetime Moderate 2060 Index		-3.72	5.89	17.17	5.91	4.93	6.65	-	-
Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2060 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.08/\$0.80	0.08						
Composition (% of Assets) as of 08/31/2023		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Non-U.S. Bonds	Cash	Other	Pre-ferred	
		53.18	34.76	6.46	3.12	2.43	0.04	0.01	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2065+				Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Target Retirement 2065 Inv Fund 11,12,19,30,31,G		Average Annual Total Return as of 09/30/2023 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		-3.46	8.45	18.47	5.93	5.97	-	7.02	7/2017
Benchmark: Morningstar Lifetime Moderate 2060 Index		-3.72	5.89	17.17	5.91	4.93	6.65	-	-
Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2065 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.08/\$0.80	0.08						
Composition (% of Assets) as of 08/31/2023		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Non-U.S. Bonds	Cash	Other	Pre-ferred	
		53.12	34.84	6.30	3.12	2.58	0.04	0.01	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2065+				Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Target Retirement 2070 Inv Fund 11,12,19,30,31,G		Average Annual Total Return as of 09/30/2023 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		-3.47	8.49	18.49	-	-	-	7.57	6/2022
Benchmark: Morningstar Lifetime Moderate 2060 Index		-3.72	5.89	17.17	5.91	4.93	6.65	-	-
Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds (underlying funds) according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2070 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.08/\$0.80	0.08						
Composition (% of Assets) as of 08/31/2023		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Non-U.S. Bonds	Cash	Other	Pre-ferred	
		53.48	34.84	6.47	3.43	1.74	0.04	0.01	

Asset Class: Large U.S. Equity	Investment Category: Large Value				Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Equity-Income Adm Fund ^{25,32,G}	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-1.99	-1.11	12.65	12.02	7.80	9.70	8.07	8/2001
Benchmark: Russell 1000 Value Index	-3.16	1.79	14.44	11.05	6.23	8.45	-	-

Description: The investment seeks to provide an above-average level of current income and reasonable long-term capital appreciation. The fund invests mainly in common stocks of mid-size and large companies whose stocks typically pay above-average levels of dividend income and are, in the opinion of the purchasing advisor, undervalued relative to similar stocks. In addition, the advisors generally look for companies that they believe are committed to paying dividends consistently. Under normal circumstances, it will invest at least 80% of its assets in equity securities. The fund uses multiple investment advisors.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %				
	0.19/\$1.90	0.19				
			-	1/30 day period	N/A	N/A

Composition (% of Assets) as of 06/30/2023	U.S. Stocks	Non-U.S. Stocks	Cash
	88.02	9.58	2.40

Asset Class: Large U.S. Equity	Investment Category: Large Blend				Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard FTSE Social Index Admiral Fund ^{2,25,32,G}	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-3.52	16.43	22.43	8.17	9.98	12.25	12.22	2/2019
Benchmark: Russell 1000 Index	-3.15	13.01	21.19	9.53	9.63	11.63	-	-

Description: The investment seeks to track the performance of the FTSE4Good US Select Index that measures the investment return of large- and mid-capitalization stocks. The advisor employs an indexing investment approach designed to track the performance of the index. The index is composed of large- and mid-cap stocks of companies that are screened for certain environmental, social, and corporate governance (ESG) criteria by the index sponsor. The manager 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.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %				
	0.14/\$1.40	0.14				
			-	1/30 day period	N/A	N/A

Composition (% of Assets) as of 08/31/2023	U.S. Stocks	Non-U.S. Stocks	Cash
	98.83	1.03	0.15

Asset Class: Large U.S. Equity	Investment Category: Large Blend				Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard 500 Index Admiral Fund ^{2,32,G}	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-3.28	13.04	21.57	10.11	9.88	11.87	7.19	11/2000
Benchmark: Russell 1000 Index	-3.15	13.01	21.19	9.53	9.63	11.63	-	-
Benchmark: Standard & Poor's 500 Index	-3.27	13.07	21.62	10.15	9.92	11.91	-	-

Description: The investment seeks to track the performance of the Standard & Poor's 500 Index that measures the investment return of large-capitalization stocks. The fund employs an indexing investment approach designed to track the performance of the Standard & Poor's 500 Index, a widely recognized benchmark of U.S. stock market performance that is dominated by the stocks of large 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.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %				
	0.04/\$0.40	0.04				
			-	1/30 day period	N/A	N/A

Composition (% of Assets) as of 08/31/2023	U.S. Stocks	Non-U.S. Stocks	Cash
	99.09	0.54	0.37

Asset Class: Large U.S. Equity	Investment Category: Large Growth				Inv Manager or Sub-Advisor: JP Morgan Investment Mgmt Inc.			
Investment Option Name: JP Morgan Growth Advantage R6 Fund ^{25,32,E}	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-3.20	23.73	26.19	7.03	12.93	14.98	14.28	12/2013
Benchmark: Russell 1000 Growth Index	-3.13	24.98	27.72	7.97	12.42	14.48	-	-

Description: The investment seeks to provide long-term capital growth. The fund will invest primarily in common stocks of companies across all market capitalizations. It may at any given time invest a significant portion of its assets in companies of one particular market capitalization category, such as large capitalization companies. The fund invests in companies that the adviser believes have strong earnings growth potential.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %				
	0.64/\$6.40	0.55				

Composition (% of Assets) as of 08/31/2023	U.S. Stocks	Cash	Non-U.S. Stocks
	98.23	1.28	0.49

Asset Class: Large U.S. Equity	Investment Category: Large Growth				Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Growth Index Admiral Fund ^{2,32,G}	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-3.70	28.28	28.10	6.75	11.94	13.56	7.66	11/2000
Benchmark: Russell 1000 Growth Index	-3.13	24.98	27.72	7.97	12.42	14.48	-	-

Description: The investment seeks to track the performance of the CRSP US Large Cap Growth Index that measures the investment return of large-capitalization growth stocks. The fund employs an indexing investment approach designed to track the performance of the index, a broadly diversified index predominantly made up of growth stocks of large 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.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %				
	0.05/\$0.50	0.05				

Composition (% of Assets) as of 08/31/2023	U.S. Stocks	Cash	Non-U.S. Stocks
	99.63	0.20	0.16

Asset Class: Small/Mid U.S. Equity	Investment Category: Mid Cap Blend				Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Mid Cap Index Admiral Fund ^{1,2,G}	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-5.07	3.30	12.61	7.26	6.49	9.05	9.37	11/2001
Benchmark: Russell Midcap Index	-4.68	3.91	13.45	8.09	6.38	8.98	-	-

Description: The investment seeks to track the performance of the CRSP US Mid Cap 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.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %				
	0.05/\$0.50	0.05				

Composition (% of Assets) as of 08/31/2023	U.S. Stocks	Non-U.S. Stocks	Cash
	98.04	1.38	0.58

Asset Class: Small/Mid U.S. Equity	Investment Category: Small Blend				Inv Manager or Sub-Advisor: Dimensional Fund Advisors			
Investment Option Name: DFA US Small Cap I Fund ^{1,E}	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-3.80	3.49	13.96	14.58	4.78	7.75	9.85	3/1992
Benchmark: Russell 2000 Index	-5.13	2.54	8.93	7.16	2.40	6.65	-	-

Description: The investment seeks long-term capital appreciation. The fund, using a market capitalization weighted approach, purchases a broad and diverse group of readily marketable securities of U.S. small cap companies. A company's market capitalization is the number of its shares outstanding times its price per share. Under a market capitalization weighted approach, companies with higher market capitalizations generally represent a larger proportion of the fund than companies with relatively lower market capitalizations.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %				
	0.27/\$2.70	0.27				
Composition (% of Assets) as of 08/31/2023	U.S. Stocks	Non-U.S. Stocks	Cash	Pre-ferred		
	97.52	1.81	0.65	0.03		

Asset Class: Small/Mid U.S. Equity	Investment Category: Small Blend				Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Small Cap Index Admiral Fund ^{1,2,25,G}	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-4.61	4.22	12.53	8.71	4.60	7.99	8.52	11/2000
Benchmark: Russell 2000 Index	-5.13	2.54	8.93	7.16	2.40	6.65	-	-

Description: The investment seeks to track the performance of the CRSP US Small Cap 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.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %				
	0.05/\$0.50	0.05				
Composition (% of Assets) as of 08/31/2023	U.S. Stocks	Cash	Non-U.S. Stocks			
	97.22	2.07	0.71			

Asset Class: Small/Mid U.S. Equity	Investment Category: Real Estate				Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Real Estate Index Admiral Fund ^{2,5,G}	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-8.52	-5.35	-1.27	2.33	2.44	5.51	8.42	11/2001
Benchmark: Standard & Poor's United States REIT Index	-7.02	-1.95	3.21	5.76	2.77	5.84	-	-

Description: The investment seeks to provide a high level of income and moderate long-term capital appreciation by tracking the performance of the MSCI US Investable Market Real Estate 25/50 Index that measures the performance of publicly traded equity REITs and other real estate-related investments. The advisor attempts to track the index by investing all, or substantially all, of its assets-either directly or indirectly through a wholly owned subsidiary, which is itself a registered investment company-in the stocks that make up the index, holding each stock in approximately the same proportion as its weighting in the index. The fund is non-diversified.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %				
	0.12/\$1.20	0.12				
Composition (% of Assets) as of 08/31/2023	U.S. Stocks	Cash	Non-U.S. Stocks			
	98.96	1.02	0.02			

Asset Class: Global/International Equity	Investment Category: Diversified Emerging Mkts				Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Emerging Markets Stock Index Admiral Fund 2,3,25,G	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-2.16	2.48	10.89	-0.22	2.00	2.49	4.30	6/2006
Benchmark: MSCI Emerging Markets NR Index	-2.93	1.82	11.70	-1.73	0.55	2.07	-	-

Description: The investment seeks to track the performance of a benchmark index that measures the investment return of stocks issued by companies located in emerging market countries. The fund employs an indexing investment approach designed to track the performance of the FTSE Emerging Markets All Cap China A Inclusion Index. It invests by sampling the index, meaning that it holds a broadly diversified collection of securities that, in the aggregate, approximates the index in terms of key characteristics.

Fees & Expenses	Total Investment Expenses				Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000		Net %					
	0.14/\$1.40	0.14		-				
Composition (% of Assets) as of 08/31/2023	Non-U.S. Stocks	Cash	U.S. Stocks	Other	Pre-ferred			
	96.32	3.48	0.16	0.03	0.01			

Asset Class: Global/International Equity	Investment Category: Foreign Large Blend				Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Total International Stock Index Admiral Fund 2,3,25,G	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-4.02	5.05	20.46	3.86	2.74	3.60	4.18	11/2010
Benchmark: MSCI ACWI Ex USA Index	-3.77	5.34	20.39	3.74	2.58	3.35	-	-

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 manager 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 fund invests all, or substantially all, of its assets in the common stocks included in its target index.

Fees & Expenses	Total Investment Expenses				Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000		Net %					
	0.11/\$1.10	0.11		-				
Composition (% of Assets) as of 08/31/2023	Non-U.S. Stocks	Cash	U.S. Stocks	Other	Pre-ferred			
	96.28	2.97	0.62	0.12	0.02			

Asset Class: Global/International Equity	Investment Category: Foreign Large Growth				Inv Manager or Sub-Advisor: Capital Research and Mgmt Co			
Investment Option Name: American Funds EuroPacific Growth R6 Fund 3,25	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-6.33	5.15	19.64	0.08	3.11	4.64	7.23	5/2009
Benchmark: MSCI ACWI Ex USA Growth Index	-7.31	2.61	15.84	-1.86	2.54	3.92	-	-

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.

Fees & Expenses	Total Investment Expenses				Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000		Net %					
	0.47/\$4.70	0.47		-				
Composition (% of Assets) as of 06/30/2023	Non-U.S. Stocks	Cash	U.S. Stocks	Pre-ferred	Other			
	93.05	4.06	2.47	0.31	0.12			

Asset Class: Global/International Equity	Investment Category: Foreign Small/Mid Value				Inv Manager or Sub-Advisor: Dimensional Fund Advisors			
Investment Option Name: DFA International Small Cap Value I Fund 1,3,E	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	0.07	7.53	28.27	10.44	2.40	4.47	6.74	12/1994
Benchmark: MSCI ACWI ex USA SMID Value Index	0.20	6.55	22.99	7.61	2.01	3.45	-	-

Description: The investment seeks long-term capital appreciation. The advisor intends to purchase securities of small value companies associated with developed market countries that the Advisor has designated as approved markets. As a non-fundamental policy, under normal circumstances, the fund will invest at least 80% of its net assets in securities of small companies in the particular markets in which it invests. It may gain exposure to companies associated with approved markets by purchasing equity securities in the form of depositary receipts, which may be listed or traded outside the issuer's domicile country.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %				
	0.44/\$4.40	0.44				
Composition (% of Assets) as of 07/31/2023	Non-U.S. Stocks	Cash	U.S. Stocks	Other		
	98.79	0.69	0.43	0.09		

Asset Class: Short-Term Fixed Income	Investment Option Name: Principal Fixed Income Guaranteed Option ^{10,16,33,34,35}
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Description: This group annuity contract provides an interest rate guaranteed for a set period of time by the Principal Life Insurance Company® (Principal Life). It is backed by the multi-billion-dollar general account of Principal Life, which invests in corporate bonds, asset-backed securities, commercial real-estate mortgages, government bonds, and short-term cash equivalents. However, money allocated to Principal® Fixed Income Guaranteed Option (PFIGO) does not entitle you to participate in the investment experience or performance of the general account. The composite crediting rate (crediting rate) applied to accounts is a weighted average of underlying guarantees provided in the contract. Each underlying guarantee has a final maturity date determined when the guarantee is established. That date can range between 2 and 10 years from the date the guarantee is established. The Term column below provides the targeted average maturity of the underlying guarantees. The crediting rate resets every 6 months based on the changing weighted average of the underlying guarantees and is announced in advance for the upcoming period. The crediting rate is an effective annual rate and is displayed below net of the Rate Level Service Fee. The crediting rate, before fees, is subject to a minimum guaranteed rate defined in the contract. When the crediting rate is reset, the minimum guaranteed rate is also recalculated in accordance with state insurance regulations which utilize U.S. Treasury rates. The formula is further outlined in the group annuity contract. The minimum guaranteed rate will range between 0.15% and 3%, depending on market conditions. Benefit payments to participants for plan benefit events, including retirement, termination of employment, disability, plan termination, death, loans, and withdrawals, as allowed by the plan, are made without any surrender charge. There are no restrictions or surrender charges on investment transfers initiated by a participant from PFIGO to non-competing investment options. If the retirement program provides access to PFIGO and Competing Investment Options, investment transfers directly to Competing Investment Options are not allowed. Competing 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 two years. Indirect transfers from PFIGO to a Competing Investment Option will be subject to an Equity Wash. An Equity Wash requires that transfers be directed to a non-competing investment option for 90 days before a subsequent transfer can be made to Competing Investment Options. Termination of the Plan's Interest, Plan Sponsor's Interest (in the case of a nonqualified deferred compensation plan), or Participating Employer's Interest in the contract ("Party's Interest") is subject to either 12 months' advance notice (subject to additional contractual limitations) or a 5% surrender charge calculated using the 12-month average value of the Party's Interest in the contract, whichever the authorized plan representative chooses. PFIGO may make available higher crediting rates. If these are available and your authorized plan representative chooses to move a Plan's Interest or Plan Sponsor's Interest to a higher crediting rate, a charge of 1.50% of the Plan's Interest or Plan Sponsor's Interest applies. If there are multiple higher crediting rates available, the 1.50% charge applies to each higher crediting rate that your authorized plan representative elects. If the charge is directed by the authorized plan representative to be deducted, the actual charge applied to your account may be higher or lower than 1.50% depending on the plan's interest at the time the authorized plan representative chose to move to a higher crediting rate and the value of your account at the time of the movement. For more information, call the automated phone system at 1-800-547-7754 or see the applicable fact sheet on principal.com.

Rate Level Service Fee	0.00
Net Crediting Rate (credited to participants)	Crediting Period
1.75	06/01/2023-11/30/2023
	Term (underlying guarantees)
	2.0 - 4.0 years

Important Information

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

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

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

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

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

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 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.

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As allowed by their prospectuses several mutual fund 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.

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

- ¹ Small-cap and mid-cap investment options are subject to more fluctuation in value and may have additional risks than other investment options with stocks of larger, more stable companies.
- ² Each index based investment option is invested in the stocks or bonds of the index it tracks. Performance of indexes reflects the unmanaged results for the market segment the selected stocks or bonds represent. There is no assurance an index based investment option will match the performance of the index tracked.
- ³ International and global investment options are subject to additional risk due to fluctuating exchange rates, foreign accounting and financial policies, and other economic and political environments.
- ⁴ High yield investment options are subject to greater credit risk and volatility that is associated with high yield bonds.
- ⁵ Real Estate investment options are subject to investment and liquidity risk and other risks inherent in real estate such as those associated with general and local economic conditions. Property values can decline due to environmental and other reasons. In addition, fluctuation in interest rates can negatively impact the performance of real estate investment options.
- ⁶ S&P 500 is a trademark of S&P Global and is used under license. The product is not sponsored, endorsed, sold or promoted by Standard & Poor's and Standard & Poor's makes no representation regarding the advisability of investing in the product.
- ⁷ S&P 600 is a trademark of S&P Global and is used under license. The product is not sponsored, endorsed, sold or promoted by Standard & Poor's and Standard & Poor's makes no representation regarding the advisability of investing in the product.
- ⁸ S&P 400 is a trademark of S&P Global and is used under license. The product is not sponsored, endorsed, sold or promoted by Standard & Poor's and Standard & Poor's makes no representation regarding the advisability of investing in the product.
- ⁹ 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.
- ¹⁰ Principal Fixed Income Guaranteed Option is not FDIC insured and is not an obligation or deposit for any bank nor guaranteed by a bank. The guarantees provided with regard to the Principal Fixed Income Guaranteed Option are supported by the general account of Principal Life. 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.
- ¹¹ 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.

- ¹² 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.
- ¹³ Small-cap and mid-cap stocks may have additional risks, including greater price volatility.
- ¹⁴ 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.
- ¹⁶ The Principal Fixed Income Guaranteed Option is a guarantee backed by the general account of Principal Life. As a guaranteed contract, 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 a part of an 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.
- ¹⁷ This fund indirectly bears its pro rata share of the management fees incurred by the underlying funds in which it invests. The operating expenses of the underlying mutual funds are part of total investment expense. Performance results reflect the application of these expenses.
- ¹⁹ Fixed-income and asset allocation investment options that invest in mortgage securities are subject to increased risk due to real estate exposure.
- ²⁰ Instances of high double-digit returns were achieved primarily during favorable market conditions and may not be sustainable over time.
- ²¹ The investment adviser may voluntarily limit a certain portion of the fund's expenses collected from the Money Market Fund on a temporary basis.
- ²² The manager of the Fund, Principal Global Investors, invests between 10% and 40% of the Fund's assets in common stocks in an attempt to match or exceed the performance of the Fund's benchmark index for performance.
- ²³ 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.
- ²⁴ 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.
- ²⁵ For investment options, returns for all time periods, except the Since Inception time frame, may include the historical performance of the oldest share class of the investment, adjusted to reflect a portion of the fees and expenses of this share class. Since Inception returns display the actual return of this share class and do not reflect the adjusted returns of the oldest share class. Please see the fund's prospectus or if CIT, the offering document for more information on specific expenses, and the investment options most recent shareholder report for actual date of first sale. For a CIT, you may need to contact the plan sponsor or plan advisor, if applicable. Expenses are deducted from income earned by the investment option. As a result, dividends and investment results will differ for each share class.
- ²⁶ The risks associated with derivative investments include that the underlying security, interest rate, market index, or other financial asset will not move in the direction the Investment Adviser and/or Sub-Advisor anticipated, the possibility that there may be no liquid secondary market, the risk that adverse price movements in an instrument can result in a loss substantially greater than a fund's initial investment, the possibility that the counterparty may fail to perform its obligations; and the inability to close out certain hedged positions to avoid adverse tax consequences.
- ²⁷ International and global investing involves greater risks such as currency fluctuations, political/social instability and differing accounting standards.
- ²⁸ Additional target date portfolios may be added to the Principal LifeTime portfolios series to accommodate plan participants with later normal retirement dates as they enter the workforce. Participants may also choose a portfolio with a target date that does not match the intended retirement date. Compare the different portfolios to see how the mix of investments might shift.
- ²⁹ This investment option is considered non-diversified, which means it, or the underlying mutual fund, can invest a higher percentage of its assets in of fewer individual issuers than a diversified investment. As a result, changes in the value of a single investment could cause greater fluctuations, gain or loss, in the net asset value than would occur if it was more diversified.
- ³⁰ Selecting a target date fund series is also authorizing any additional vintage which is launched by the investment provider for the series, and included in their associated materials, to be added to the plan after proper notification.
- ³¹ There is no guarantee that a target date investment will provide adequate income at or through retirement. A target date fund's (TDF) glidepath is typically set to align with a retirement age of 65, which maybe your plan's normal retirement date (NRD). If your plan's NRD/age is different, the plan may default you to a TDF based on the plans NRD/Age. Participants may choose a TDF that does not match the plan's intended retirement date but instead aligns more to their investment risk. Compare the different TDF's to see how the mix of investments shift based on the TDF glide path.
- ³² Investing involves risk, including possible loss of principal. Equity investment options involve greater risk, including heightened volatility, than fixed-income investment options.
- ³³ Nonqualified plan sponsors may include Principal Fixed Income Guaranteed Option as an available investment option to reference when measuring a nonqualified participant's benefits, as described in certain nonqualified plan materials. The guarantee of principal and interest through the group annuity contract is not a representation that a nonqualified plan sponsor holds any assets for paying these benefits.
- ³⁴ An interest in Principal Fixed Income Guaranteed Option may be obtained by a nonqualified plan sponsor to use that interest as a corporate asset to aid in financing liabilities to nonqualified plan participants. Participants in a nonqualified plan do not own an interest in the contract, although a liability owed to a nonqualified participant may be tracked by an interest attributed to such nonqualified participant. All limitations on transfers and withdrawals, including surrender charges and early termination charges, apply to the Plan Sponsor's Interest in the contract with respect to a nonqualified plan.
- ³⁵ Participating Employer's Interest applies where the retirement plan that has an interest in Principal Fixed Income Guaranteed Option is a Pooled Employer Plan or a Multiple Employer Plan.

- E Investment option limits the number of transfers allowed into the investment option. All participant investment transfers and non-scheduled rebalancing activity are counted toward the number of transfers allowed. When the number of allowed transfers into the investment option is met, no additional investment transfers into the investment option will be allowed until the holding period elapses. Contributions into the investment option are not impacted.
- 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.
- 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.

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