

¡Hola!

nos complace mucho que estés aquí.

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



Establece tu cuenta

Visita principal.com/Welcome (en inglés) para comenzar.

Para comenzar, haz lo siguiente:

- Configura tus preferencias de seguridad
- Lee las notificaciones de tu plan, son importantes



Revisa tus contribuciones

Tu organización ha fijado una tasa de contribución para ti. Ingresa online, familiarízate con la cuenta y haz los cambios que desees a tu tasa de contribución, o visita principal.com/MatchEnrollmentWebinar (en inglés).



Evalúa las opciones de inversión del plan

Cada una de ellas es diferente y puedes elegir según tus metas y tu perspectiva en cuanto al riesgo. También puedes elegir entre las opciones de inversión del plan más tarde. Pero debes entender que, al elegir las posteriormente, 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).

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*El nivel predeterminado del participante del plan es: Principal LifeTime Hybrid CITs. Consulta el Resumen de opciones de inversión [Investment Option Summary] 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 la fecha normal de jubilación del plan.

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El tema de esta comunicación es solo para propósitos educativos y se provee con el entendimiento de que Principal® no está prestando consejo legal, de contabilidad, de inversiones ni de impuestos. Habla con un asesor legal u otro tipo de asesor sobre todos los aspectos pertinentes a las obligaciones y requisitos legales, fiscales, de inversiones o contabilidad.

Las inversiones involucran riesgos, incluyendo una posible pérdida de capital.

La **distribución de activos** y la diversificación no garantizan una ganancia ni protegen contra pérdidas. **Invertir en la bolsa** es más riesgoso que invertir en renta fija, y tiene más volatilidad. Las opciones de inversión de ingreso fijo están sujetas al riesgo de las tasas de interés, y su valor declinará conforme las tasas de interés suban. Las opciones de **inversión internacionales y globales** involucran riesgos mayores tales como fluctuaciones en los tipos de cambio, inestabilidad política y social y estándares contables diferentes. Estos riesgos se incrementan aún más en **mercados emergentes**.

Los productos de seguros y servicios administrativos del plan son provistos a través de Principal Life Insurance Co. Principal Funds, Inc., es distribuido por Principal Funds Distributor, Inc. Los valores son ofrecidos a través de Principal Securities, Inc., 800.547.7754 (para español, oprime el 1), miembro de la SIPC y/o agentes/corredores independientes. Principal Life, Principal Funds Distributor, Inc. y Principal Securities son miembros de Principal Financial Group®, Des Moines, IA 50392. Algunas opciones de inversión y cláusulas especiales de contrato podrían no estar disponibles en todos los estados o estados libres asociados de EE.UU.

Principal, Principal y el diseño del símbolo y Principal Financial Group son marcas registradas y marcas de servicio de Principal Financial Services, Inc., miembro de Principal Financial Group.

¡Continúa!

Ya empezaste con el pie derecho y cuentas con nuestro apoyo a la hora de buscar recursos educativos.

Visita principal.com/Welcome (en inglés) para conocer más información.



Ve todos tus ahorros para la jubilación en un solo lugar

Te ayudamos a hacer los traspasos de tus ahorros para el retiro externos hacia tu cuenta de jubilación.



Designa a un beneficiario

No dejes que otros decidan por ti en caso de que te llegue a suceder algo antes de jubilarte. Recuerda siempre designar a un beneficiario para asegurar que el dinero de tu cuenta se destine a un ser querido.



Contáctanos

Es una excelente idea mantenerse informado cuando se trata de la planificación para la jubilación. Te enviaremos información educativa sobre los temas que más te importan.



Esta página se dejó en blanco intencionalmente.

Plan Summary



Eligibility and entry

Requirements for deferrals and employee contributions

Age	18
Service	None
Hours of service	Not applicable
Entry service period	Not applicable
Entry date	Immediate



Deferrals and employee contributions

Elective deferral contributions	Allowed	Elective deferral (pre-tax) Catch-up deferral (pre-tax) Roth deferral (after-tax) Roth catch-up deferral (after-tax)
Minimum deferral	None	
Maximum deferral	100.00%	
When deferrals can be changed	Any date	
When deferrals can be stopped	Any date	
Auto enrollment and features	Yes Contribution arrangement Auto enrollment percent	Automatic contribution arrangement (ACA) 2% of eligible pay Applied when participants enter or re-enter the plan
Rollovers	Allowed	

Plan Summary continued



Employer contributions

Matching contributions	Allowed Catch-up contributions matched: Yes Vesting schedule: Refer to plan documentation
Qualified matching contributions	Allowed Catch-up contributions matched: Yes Vesting schedule: Immediate
Discretionary contributions	Allowed Vesting schedule: Refer to plan documentation
Qualified nonelective contributions	Allowed Vesting schedule: Immediate



Loans

Loans allowed	Number of outstanding loans allowed: 3 Number allowed in a 12-month period: 3 Interest rate: determined when you apply
Minimum amount	\$1,000
Maximum amount	The lesser of: \$50,000 50% of the participant's vested account reduced by any outstanding loan balance
Vested contributions available	Refer to Summary Plan Description or Loan Policy
Term of loan	5 years, longer durations may be allowed if loan is taken for the purpose of purchasing a primary residence



In-service withdrawal options

Age 59 1/2	Availability: anytime
Financial hardship	Availability: anytime
Rollover	Availability: anytime
Qualified reservist distribution	Availability: anytime

Plan Summary continued



Retirement and other benefits

Normal retirement age	The older of age 65 or your age on the date 5 year(s) after your entry date occurred	
Normal retirement date	The date you reach your normal retirement age	
Small amounts force out limit	\$5,000	Rollovers are included in this amount Automatic rollover distribution: <ul style="list-style-type: none"> • IRA rollover with Principal Bank
Deemed severance for military service	Allowed	
Distribution at termination of employment	Allowed	
Distribution at death	Required	

Other information

This plan summary includes a brief description of your employer's retirement plan features, as supplied to Principal by your employer or the plan's third party administrator. 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.

If you have questions about the retirement plan or your account information 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® or to access your account information, 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.

Important Participant Notice Regarding Qualified Default Investment Alternative



XENIUM RESOURCES, INC.
7401 SW WASHO CT STE 200
TUALATIN, OR 97062-8343
(503) 612-2019
www.xeniumresources.com

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

Investment Option Default

If you have not provided complete, up-to-date direction as to how the account set up for you under the retirement plan is to be invested, the account will be invested under automatic rules. You need to understand these rules and make sure that you are comfortable with them or that you take action to direct the investment of the account according to your preferences. These rules state that, if we do not have complete investment directions from you, the retirement funds in the account and new contributions for which we do not have direction will be directed to the applicable Principal LifeTime Hybrid Collective Investment Fund based on the definition of normal retirement date under the plan. Your directions must be received at the Corporate Center of Principal Life Insurance Company.

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

Normal Retirement Date	Principal LifeTime Hybrid CITs
2004 or earlier	Principal LifeTime Hybrid Income CIT
Between 2005 and end of 2014	Principal LifeTime Hybrid 2010 CIT
Between 2015 and end of 2024	Principal LifeTime Hybrid 2020 CIT
Between 2025 and end of 2034	Principal LifeTime Hybrid 2030 CIT
Between 2035 and end of 2044	Principal LifeTime Hybrid 2040 CIT
Between 2045 and end of 2054	Principal LifeTime Hybrid 2050 CIT
2055 or later	Principal LifeTime Hybrid 2060 CIT

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

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

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

Right to Direct

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

You may make changes to your investment direction as allowed under the retirement plan. This includes transferring any contributions from the applicable investment option default to another investment option. Transfers out of the investment option default are not subject to restrictions, fees or 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 www.principal.com or contact:

PAMELA DAILEY, BENEFITS MANAGER
7401 SW WASHO COURT STE 200
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pamela.dailey@xeniumhr.com

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

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

Please review the following disclosure information that has been provided by the Plan Administrator regarding services provided by the firm named below and fees charged for those services. Please contact the Plan Administrator if you have any questions about the information regarding these services and fees.

12/01/16

XENIUM RESOURCES 401(k) PLAN
ERISA 404 Retirement Plan Fee Disclosure
Supplement

In addition to the Fees and Expenses information identified in the **XENIUM RESOURCES 401(k) PLAN** ERISA 404 Retirement Plan and Investment Information Notice, fees for services provided by Pension Plan Specialists also apply as follows.

- Participant transaction fees will be charged to your account balance for the services you elect to use. The dollar amount of the fee charged will be shown on participant statements and the secure website at principal.com. These fees include:
 - Loan Fee: \$100

This concludes information about the above named firm's services and fees. No person or entity affiliated with the Principal Financial Group is responsible for any part of the content of this supplement and it is provided solely as an accommodation to the plan and at the request of the Plan Administrator.

Plan de jubilación ERISA 404 e información de inversión

04/19/2020

Este documento utiliza las siguientes palabras y frases definidas:

Plan hace referencia al plan **XENIUM 401(K) RETIREMENT SAVINGS PLAN**.

Fiduciario del Plan hace referencia al individuo que tiene la autoridad de operar y administrar el Plan y sus fondos de jubilación. El Patrocinador del Plan es, típicamente, el Fiduciario del Plan. Comuníquese con el Administrador del Plan para más información.

Patrocinador del Plan hace referencia a **XENIUM RESOURCES, INC.**

Usted hace referencia al participante del Plan o beneficiario.

El Administrador del Plan es un Fiduciario del Plan que tiene autoridad sobre las operación y administración del Plan. Si tiene preguntas sobre las opciones de inversión bajo el Plan o si desea recibir copias en papel de la información de inversión adicional que está disponible en el sitio web de The Principal, comuníquese con el Administrador del Plan.

El Administrador del Plan es:

XENIUM RESOURCES, INC.
7401 SW WASHO CT STE 200
TUALATIN, OR 97062-8343
503-612-2019

Información sobre ERISA Sección 404(c)

Ley de Seguridad de los Ingresos de Jubilación del Empleado (ERISA, por sus siglas en inglés) provee regulaciones sobre la inversión de los fondos de jubilación. El Patrocinador del Plan elige calificar el Plan como un plan ERISA 404(c) y tiene la intención de cumplir con los requisitos de ERISA Sección 404(c) al proveerle información para tomar decisiones de inversión informadas y por permitirle:

- Dirigir la inversión de las cuentas de jubilación individuales
- Elegir entre al menos tres opciones de inversión diferentes
- Cambiar las opciones de inversión al menos trimestralmente

Esto significa que el Fiduciario del Plan no debería ser responsable por las pérdidas en inversiones resultantes de las inversiones controladas por un participante.

Nota: el acceso a la amplia gama de opciones de inversión disponibles bajo la cuenta Principal Self-Directed Brokerage Account SM podría cumplir con 404(c). Sin embargo, no hay una guía definitiva sobre si los requisitos 404(c) se cumplen bajo cuentas de corretaje.

¿Cómo le afecta esto?

El Fiduciario del Plan pone determinadas opciones de inversión bajo el Plan a su disposición. Usted decide qué opciones son mejores para usted según su edad y circunstancias. Esto significa que usted es responsable de dirigir la inversión en la cuenta que el Plan mantiene para su beneficio (su cuenta).

Dirigir o Transferir Fondos entre Opciones de Inversión

Ciertas opciones de inversión pueden tener restricciones. Vea el Resumen de Opciones de Inversión para más detalles.

Puede dirigir o transferir fondos para la jubilación entre las diferentes opciones de inversión al menos trimestralmente. El Plan podría permitirle hacer transferencias más frecuentemente.

Puede dirigir o transferir fondos para la jubilación entre las diferentes opciones de inversión al menos trimestralmente. El Plan podría permitirle hacer transferencias más frecuentemente. Para transferir fondos para la jubilación, puede llamar al sistema telefónico automatizado de the Principal Financial Group® en el 1-800-547-7754 o ingresar a su cuenta en principal.com (en inglés) o espanol.principal.com.

No se le permite dirigir contribuciones o transferencias de inversión a la opción Principal Financial Group, Inc. Stock Separate Account.

No se le permite dirigir contribuciones o transferencias de inversión a la opción Principal Stable Value Inst Fund.

Para transferir fondos para la jubilación, puede llamar al sistema telefónico automatizado de the Principal Financial Group® en el 1-800-547-7754 o ingresar a su cuenta en principal.com (en inglés) o espanol.principal.com.

Una descripción del ejercicio del voto, la oferta y derechos similares para una alternativa de inversión y cualquier restricción de estos derechos se puede encontrar en el documento del plan relevante o la sección de poderes del fideicomiso del acuerdo de fideicomiso. Comuníquese con el Administrador del Plan para obtener el documento del plan o el acuerdo de fideicomiso, si aplica.

Cargos y Gastos⁺

Los gastos administrativos del plan son pagados por el gasto de inversión total de una o más opciones de inversión del Plan. Los gastos administrativos suelen incluir artículos como mantenimiento de registros, acceso al sitio web del participante, estados de cuenta del participante, servicios de cumplimiento del Plan y servicios de profesionales financieros.

De vez en cuando, el Plan podría incurrir en gastos en el trascurso operativo normal de los servicios del Plan, como gastos legales, de auditoría, administración de terceros, consultoría, consejería de inversión del Plan, etc. Si el documento del Plan lo permite, el Fiduciario de Plan podría instruir que estos gastos sean pagados por el Plan. El Fiduciario del Plan determina cómo se distribuyen estos gastos entre los participantes a la hora de pagar dichos gastos. Estos gastos normalmente se distribuyen con base en el saldo de la cuenta del participante, pero es posible que se distribuyan al dividir el gasto total a ser deducido entre el número total de participantes en el Plan. Si tales gastos se cobran de las cuentas de los participantes, la cantidad en dólares de dichos gastos serán publicados en el sitio web seguro principal.com (en inglés) y en los estados de cuenta del participante (si aplican) para el trimestre en el que sean pagaderos.

Los siguientes servicios para los participantes tienen cargos adicionales. Estos cargos transaccionales se cobrarán al saldo de su cuenta para los servicios que elija utilizar. Los cargos transaccionales del participante para el Plan incluyen:

- **Cargo de distribución:** \$50.00
- **Cargo de distribución en especias:** \$50.00
- **Cargo por Mantenimiento de Préstamo para préstamos nuevos:** \$12.00 por trimestre

- **Cargo de procesamiento de Orden Calificada de Relaciones Domésticas (QDRO, por sus siglas en inglés):** \$350.00 por el procesamiento de cada Orden Calificada de Relaciones Domésticas. El cargo se divide igualmente entre el participante y el beneficiario alternativo involucrado a menos que se especifique lo contrario en el QDRO o en los procedimientos administrativos del Plan.
- **Cargo por transferencia bancaria:** \$25.00
- **Cargo por correo de entrega al día siguiente de un cheque:** \$25.00
- **Cargo por suspensión de pago:** \$25.00
- **Cargo por reembolso 402(g) (contribuciones salariales hechas por encima del límite del IRS):** \$50.00

Además de las opciones de inversión designadas por el Plan, puede utilizar la cuenta Principal Self-Directed Brokerage AccountSM. Por favor, vea el Resumen de cargos de cuenta de corretaje autodirigida Principal para información sobre los cargos relacionados con la Cuenta de corretaje.

[†] Si usted tiene un saldo en una inversión que se excluye de la recaudación de gastos, recaudaremos los gastos a partir de los saldos de otras inversiones, comenzando por la inversión con el saldo más grande.

El Administrador del Plan puede proveer la siguiente información adicional tras su petición:

- Copias de los prospectos (o cualquier formulario breve o resumen de los prospectos) para las opciones de inversión
- Copias de los informes financieros, como estados de cuentas de información adicional e informes de inversionistas, y cualquier otro material similar relacionado con las opciones de inversión designadas por el Plan
- Un estado de cuenta del valor de una acción o unidad de cada opción de inversión designada y la fecha de valoración
- Una lista de los activos de los que se compone el portafolio de cada opción de inversión que constituye los activos del Plan y el valor de cada activo (o la parte de la inversión que constituye)

Para ayudarle a hacer elecciones de inversión informadas y para más información sobre las opciones de inversión disponibles para usted, incluyendo los objetivos de inversión, rendimiento y cargos, por favor revise el material adjunto o visite principal.com (en inglés).

Cómo se entregarán sus estados de cuenta mensuales

Esta notificación es para informarte que los estados de cuenta se proveen online a través de The Principal Retirement Service Center[®] en www.principal.com (en inglés). Los estados de cuenta de beneficios incluyen cualquier cargo deducido en la cuenta de jubilación y se entregan electrónicamente mediante el acceso continuo al sitio web. Tienes derecho a solicitar y recibir un estado de cuenta de beneficios en papel sin costo adicional. Si deseas recibir un estado de beneficios en papel, por favor llama al 1-800-547-7754 (para español, oprime el 1), de lunes a viernes, de 7 am a 9 pm, hora central.

Principal® Self-Directed Brokerage Account fee summary



Fees for the Principal® Self-Directed Brokerage Account (brokerage account) are summarized below. These fees only apply to retirement plan participants who select the brokerage account.

Annual Fee

Fee for having an open brokerage account	\$100 (\$25 collected each quarter)
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Transaction Fees¹

Flat fee for equities	\$7.95 per trade via online \$35 per trade via representative
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Flat fee for mutual funds ²	\$25 per trade via online \$35 per trade via representative \$0 for No Transaction Fee Mutual Funds (NTF)
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Flat fee for fixed income securities	\$35 per trade via representative
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Miscellaneous Fees

Legal item	\$150 per issue
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Transfer of accounts/outbound	\$50
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Dividend reinvestment	\$1 per item (\$3 minimum to reinvest)
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Review the Brokerage Account Frequently Asked Questions at principal.com/mybrokerageaccount for fee definitions.

¹ Additional transaction fees may be charged by Principal Securities, Inc. on certain securities which are subject to fees assessed by a self-regulatory organization, securities exchange and/or government agencies.

² Minimum investment and holding periods may apply and are disclosed in the prospectus.



Investing involves risk, including possible loss of principal.

Equity investment options involve greater risk, including heightened volatility, than fixed-income investment options. Fixed-income investments are subject to interest rate risk; as interest rates rise their value will decline. This communication is intended to be educational in nature and is not intended to be taken as a recommendation.

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Investment Option Summary

As of 03/31/2020

La siguiente información no está disponible en español. Para obtener más información o hacer preguntas, llame al 1-800-547-7754 o visite principal.com.

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

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

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

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

Total Investment Expense - Gross is the current maximum expense ratio, as a percentage of assets that can be applied to this investment option.

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 applicable operating expenses, management fees, including 12b-1 fees, and administrative fees.

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

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

Asset Class: Short-Term Fixed Income

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

Investment Category: **Stable Value**

Inv Manager or Sub-Advisor: **Morley Capital Management**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
Morley Stable Value VI Fund ³⁰	0.46	1.96	1.70	1.49	1.38	3.45	1.96	1.44	1.38	3.47	1/1994
Benchmark: Bloomberg Barclays US Government 1-3 Year Index	2.73	5.37	2.69	1.84	1.45	-	3.59	1.40	1.25	-	-

Description: The objective of the Fund is to provide preservation of capital, relatively stable returns consistent with its comparatively low risk profile, and liquidity for benefit responsive plan or participant payments.

Composition (% of Assets) as of 03/31/2014	Fees & Expenses	# of Transfers Allowed/Time Period
N/A	Total Inv Exp Net % 0.73	-
	Contractual Cap Expiration Date N/A	
	Waiver Expiration Date N/A	
	Total Inv Exp Gross % 0.73	
	Total Inv Exp Gross Per \$1,000 Invested \$7.30	
	Redemption Fee -	

Inv Manager or Sub-Advisor: **Morley Capital Management**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
Principal Stable Value Inst Fund ²⁹	0.52	2.25	1.98	1.77	1.72	3.42	2.27	1.73	1.73	3.43	1/1997
Benchmark: Bloomberg Barclays US Government 1-3 Year Index	2.73	5.37	2.69	1.84	1.45	-	3.59	1.40	1.25	-	-

Description: The objective of the Fund is to provide preservation of capital, relatively stable returns consistent with its comparatively low risk profile, and liquidity for benefit responsive plan or participant payments.

Composition (% of Assets) as of 12/31/2019	Fees & Expenses	# of Transfers Allowed/Time Period
Cash 3.91 U.S. Bonds 89.61	Total Inv Exp Net % 0.47	-
Other 6.48	Contractual Cap Expiration Date N/A	
	Waiver Expiration Date N/A	
	Total Inv Exp Gross % 0.47	
	Total Inv Exp Gross Per \$1,000 Invested \$4.70	
	Redemption Fee -	

Asset Class: Fixed Income

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

Investment Category: **Intermediate Core-Plus Bond**

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

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
Core Plus Bond Separate Account A,12,13,20,25,F	0.86	6.72	3.95	2.87	4.20	7.18	9.67	3.08	4.51	7.21	2/1983	
Benchmark: Bloomberg Barclays Aggregate Bond Index	3.15	8.93	4.82	3.36	3.88	-	8.72	3.05	3.75	-	-	

Description: The investment option invests primarily in intermediate-term, fixed-income investments such as public and private corporate bonds, commercial and residential mortgages, asset-backed securities, and US government and agency-backed securities. Value is added primarily through sector allocation and security selection. The Separate Account may enter into reverse repurchase agreements to attempt to enhance portfolio return and income.

Composition (% of Assets) as of 02/29/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
Cash	2.40	Non-U.S. Bonds	10.75	Total Inv Exp Net %			1/30 day period	
Convertibles	1.48	Preferred	0.14	Contractual Cap Expiration Date			N/A	
U.S. Bonds	85.61	Other	-0.38	Waiver Expiration Date			N/A	
				Total Inv Exp Gross %			0.73	
				Total Inv Exp Gross Per \$1,000 Invested			\$7.30	
				Redemption Fee			-	

Inv Manager or Sub-Advisor: **PGIM Investments, LLC**

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
PGIM Total Return Bond A Fund 12,13,E	-2.92	3.42	3.61	2.93	4.53	5.78	10.71	3.97	5.19	5.97	1/1995	
Benchmark: Bloomberg Barclays U.S. Universal Index	1.30	7.15	4.37	3.35	4.05	-	9.29	3.44	4.12	-	-	

Description: The investment seeks total return. The fund will seek to achieve its objective through a mix of current income and capital appreciation as determined by the fund's subadvisor. It invests, under normal circumstances, at least 80% of the fund's investable assets in bonds. For purposes of this policy, bonds include all fixed income securities, other than preferred stock, with a maturity at date of issue of greater than one year. The fund may invest up to 30% of its investable assets in speculative, high risk, below investment-grade securities having a rating of not lower than CCC. It may invest up to 30% of its investable assets in foreign debt securities.

Composition (% of Assets) as of 02/29/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
Cash	4.26	Non-U.S. Stocks	-0.01	Total Inv Exp Net %			2/90 day period	
Non-U.S. Bonds	29.68	Convertibles	1.66	Contractual Cap Expiration Date			N/A	
Preferred	0.18	U.S. Bonds	62.91	Waiver Expiration Date			02/28/2021	
Other	1.32			Total Inv Exp Gross %			0.81	
				Total Inv Exp Gross Per \$1,000 Invested			\$8.10	
				Redemption Fee			-	

Asset Class: Fixed Income

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

Investment Category: **Intermediate Government**

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

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
Fidelity Advisor Government Income M Fund 12,13,18,H	6.86	11.00	4.79	2.90	3.12	3.95	5.97	1.81	2.57	3.50	10/2006
Benchmark: Bloomberg Barclays U.S. Government Index	8.08	13.08	5.78	3.63	3.72	-	6.83	2.36	3.03	-	-

Description: The investment seeks a high level of current income, consistent with preservation of principal. The fund normally invests at least 80% of assets in U.S. government securities and repurchase agreements for those securities. It invests in U.S. government securities issued by entities that are chartered or sponsored by Congress but whose securities are neither issued nor guaranteed by the U.S. Treasury. The fund invests in instruments related to U.S. government securities. It allocates assets across different market sectors and maturities.

Composition (% of Assets) as of 02/29/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
Cash	13.93	U.S. Bonds	86.84	Total Inv Exp Net %			1/60 day period	
Other	-0.78				Contractual Cap Expiration Date			N/A
				Waiver Expiration Date			N/A	
				Total Inv Exp Gross %			0.76	
				Total Inv Exp Gross Per \$1,000 Invested			\$7.60	
				Redemption Fee			-	

Asset Class: Balanced/Asset Allocation

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

Investment Category: **Target-Date Retirement**

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

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
Principal LifeTime Hybrid Income CIT 10,13,15,16,21,22,23,24,33	-4.83	0.90	2.51	2.25	3.97	4.92	11.39	3.57	4.73	5.54	7/2009
Benchmark: S&P Target Date Retirement Income Index	-6.69	0.17	3.06	2.89	4.52	-	13.33	4.67	5.50	-	-
Benchmark: Morningstar Lifetime Moderate Income Index	-7.69	-1.38	2.73	2.82	4.64	-	13.27	4.70	5.68	-	-

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

Composition (% of Assets) as of 02/29/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
Cash	4.52	U.S. Stocks	13.04	Total Inv Exp Net %			-	
Non-U.S. Stocks	6.57	Non-U.S. Bonds	5.85	Contractual Cap Expiration Date			N/A	
Convertibles	0.59	U.S. Bonds	69.28	Waiver Expiration Date			N/A	
Other	0.16				Total Inv Exp Gross %			0.74
				Total Inv Exp Gross Per \$1,000 Invested			\$7.40	
				Redemption Fee			-	

Asset Class: Balanced/Asset Allocation

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

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

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

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
Principal LifeTime Hybrid 2010 CIT 10,13,15,16,21,22,23,24,33	-6.62	-0.35	2.59	2.59	5.13	6.76	13.08	4.36	6.24	7.62	7/2009
Benchmark: S&P Target Date 2010 Index	-7.74	-0.71	3.02	3.08	5.05	-	14.30	5.16	6.21	-	-
Benchmark: Morningstar Lifetime Moderate 2010 Index	-8.00	-1.00	3.24	3.23	5.44	-	14.93	5.22	6.59	-	-

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

Composition (% of Assets) as of 02/29/2020				Fees & Expenses			# of Transfers Allowed/Time Period		
Cash	4.40	U.S. Stocks	18.01	Total Inv Exp Net %			0.74		
Non-U.S. Stocks	9.20	Non-U.S. Bonds	5.32	Contractual Cap Expiration Date			N/A		
Convertibles	0.52	U.S. Bonds	62.37	Waiver Expiration Date			N/A		
Other	0.17				Total Inv Exp Gross %			0.74	
				Total Inv Exp Gross Per \$1,000 Invested			\$7.40		
				Redemption Fee			-		

Investment Category: **Target-Date 2020**

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

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
Principal LifeTime Hybrid 2020 CIT 10,13,15,16,21,22,23,24,33	-10.50	-3.02	2.38	2.85	6.01	7.85	16.77	5.58	7.64	9.19	7/2009
Benchmark: S&P Target Date 2020 Index	-10.55	-2.99	2.82	3.34	5.95	-	16.52	6.16	7.55	-	-
Benchmark: Morningstar Lifetime Moderate 2020 Index	-9.98	-1.99	3.48	3.58	6.22	-	17.73	6.10	7.70	-	-

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

Composition (% of Assets) as of 02/29/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
Cash	4.11	U.S. Stocks	29.09	Total Inv Exp Net %			0.74	
Non-U.S. Stocks	14.86	Non-U.S. Bonds	4.25	Contractual Cap Expiration Date			N/A	
Convertibles	0.37	Preferred	0.01	Waiver Expiration Date			N/A	
U.S. Bonds	47.14	Other	0.18	Total Inv Exp Gross %			0.74	
				Total Inv Exp Gross Per \$1,000 Invested			\$7.40	
				Redemption Fee			-	

Asset Class: Balanced/Asset Allocation

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

Investment Category: **Target-Date 2030**

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

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
Principal LifeTime Hybrid 2030 CIT 10,13,15,16,21,22,23,24,33	-14.48	-6.03	1.94	2.92	6.49	8.69	20.33	6.65	8.65	10.54	7/2009
Benchmark: S&P Target Date 2030 Index	-15.38	-6.88	2.13	3.22	6.39	-	20.38	7.27	8.66	-	-
Benchmark: Morningstar Lifetime Moderate 2030 Index	-14.58	-5.79	2.87	3.57	6.87	-	21.24	7.28	9.01	-	-

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

Composition (% of Assets) as of 02/29/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
Cash	3.09	U.S. Stocks	40.93	Total Inv Exp Net %			-	
Non-U.S. Stocks	20.89	Non-U.S. Bonds	3.07	Contractual Cap Expiration Date			N/A	
Convertibles	0.20	Preferred	0.01	Waiver Expiration Date			N/A	
U.S. Bonds	31.60	Other	0.21	Total Inv Exp Gross %			0.74	
				Total Inv Exp Gross Per \$1,000 Invested			\$7.40	
				Redemption Fee			-	

Investment Category: **Target-Date 2040**

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

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
Principal LifeTime Hybrid 2040 CIT 10,13,15,16,21,22,23,24,33	-17.71	-8.64	1.45	2.87	6.79	8.93	23.29	7.46	9.40	11.20	7/2009
Benchmark: S&P Target Date 2040 Index	-19.24	-10.10	1.44	3.02	6.64	-	23.37	8.11	9.45	-	-
Benchmark: Morningstar Lifetime Moderate 2040 Index	-20.29	-11.16	1.36	2.93	6.78	-	24.35	8.15	9.68	-	-

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

Composition (% of Assets) as of 02/29/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
Cash	1.95	U.S. Stocks	51.43	Total Inv Exp Net %			-	
Non-U.S. Stocks	25.50	Non-U.S. Bonds	1.75	Contractual Cap Expiration Date			N/A	
Convertibles	0.13	Preferred	0.01	Waiver Expiration Date			N/A	
U.S. Bonds	19.21	Other	0.04	Total Inv Exp Gross %			0.74	
				Total Inv Exp Gross Per \$1,000 Invested			\$7.40	
				Redemption Fee			-	

Asset Class: Balanced/Asset Allocation

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

Investment Category: **Target-Date 2050**

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

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
Principal LifeTime Hybrid 2050 CIT 10,13,15,16,21,22,23,24,33	-19.81	-10.41	1.04	2.78	6.97	9.24	25.04	7.93	9.88	11.80	7/2009
Benchmark: S&P Target Date 2050 Index	-20.56	-11.23	1.18	3.01	6.84	-	24.35	8.49	9.84	-	-
Benchmark: Morningstar Lifetime Moderate 2050 Index	-22.30	-13.22	0.60	2.47	6.44	-	25.09	8.24	9.61	-	-

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

Composition (% of Assets) as of 02/29/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
Cash	1.98	U.S. Stocks	57.87	Total Inv Exp Net %			0.74	
Non-U.S. Stocks	28.62	Non-U.S. Bonds	0.96	Contractual Cap Expiration Date			N/A	
Convertibles	0.07	Preferred	0.01	Waiver Expiration Date			N/A	
U.S. Bonds	10.45	Other	0.04	Total Inv Exp Gross %			0.74	
				Total Inv Exp Gross Per \$1,000 Invested			\$7.40	
				Redemption Fee			-	

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

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

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
Principal LifeTime Hybrid 2060 CIT 10,11,13,15,16,21,22,23,24,33	-20.89	-11.29	0.78	2.69	-	3.83	26.00	8.14	-	8.14	1/2014
Benchmark: S&P Target Date 2060+ Index	-20.86	-11.40	1.24	3.11	-	-	24.73	8.68	-	-	-
Benchmark: Morningstar Lifetime Moderate 2060 Index	-22.58	-13.61	0.39	2.29	6.21	-	24.96	8.13	9.41	-	-

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

Composition (% of Assets) as of 02/29/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
Cash	2.02	U.S. Stocks	60.95	Total Inv Exp Net %			0.74	
Non-U.S. Stocks	30.51	Non-U.S. Bonds	0.56	Contractual Cap Expiration Date			N/A	
Convertibles	0.04	Preferred	0.01	Waiver Expiration Date			N/A	
U.S. Bonds	5.87	Other	0.04	Total Inv Exp Gross %			0.74	
				Total Inv Exp Gross Per \$1,000 Invested			\$7.40	
				Redemption Fee			-	

Asset Class: Large U.S. Equity

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

Investment Category: **Large Value**

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

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
MFS Value R3 Fund ^{18,G}	-23.83	-12.33	-0.11	3.20	8.09	6.36	29.74	9.13	11.56	8.45	4/2005
Benchmark: Russell 1000 Value Index	-26.73	-17.17	-2.18	1.90	7.67	-	26.54	8.29	11.80	-	-

Description: The investment seeks capital appreciation. The fund normally invests the fund's assets primarily in equity securities. Equity securities include common stocks and other securities that represent an ownership interest (or right to acquire an ownership interest) in a company or other issuer. MFS focuses on investing the fund's assets in the stocks of companies the advisor believes are undervalued compared to their perceived worth (value companies).

Composition (% of Assets) as of 02/29/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
Cash	1.59	U.S. Stocks	89.28	Total Inv Exp Net %	0.82		2/calendar quarter	
Non-U.S. Stocks	9.13			Contractual Cap Expiration Date	N/A			
				Waiver Expiration Date	N/A			
				Total Inv Exp Gross %	0.82			
				Total Inv Exp Gross Per \$1,000 Invested	\$8.20			
				Redemption Fee	-			

Investment Category: **Large Blend**

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

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
American Funds Washington Mutual Investors R4 Fund ¹⁸	-21.54	-10.76	3.22	5.30	9.57	6.35	25.48	10.58	12.70	7.92	5/2002
Benchmark: Russell 1000 Index	-20.22	-8.03	4.64	6.22	10.39	-	31.43	11.48	13.54	-	-

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

Composition (% of Assets) as of 12/31/2019				Fees & Expenses			# of Transfers Allowed/Time Period	
Cash	3.72	U.S. Stocks	87.81	Total Inv Exp Net %	0.62		-	
Non-U.S. Stocks	8.16	Preferred	0.32	Contractual Cap Expiration Date	N/A			
				Waiver Expiration Date	N/A			
				Total Inv Exp Gross %	0.62			
				Total Inv Exp Gross Per \$1,000 Invested	\$6.20			
				Redemption Fee	-			

Asset Class: **Large U.S. Equity**

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

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

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
LargeCap S&P 500 Index Separate Account A,2,6,20,25,32,F	-19.62	-7.24	4.78	6.39	10.17	8.72	31.04	11.34	13.19	9.59	1/1990	
Benchmark: Standard & Poor's 500 Index	-19.60	-6.98	5.10	6.73	10.53	-	31.49	11.70	13.56	-	-	

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

Composition (% of Assets) as of 02/29/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
Cash	2.21	U.S. Stocks	96.41	Total Inv Exp Net %	0.31		1/30 day period	
Non-U.S. Stocks	1.37			Contractual Cap Expiration Date	N/A			
				Waiver Expiration Date	N/A			
				Total Inv Exp Gross %	0.31			
				Total Inv Exp Gross Per \$1,000 Invested	\$3.10			
				Redemption Fee	-			

Investment Category: **Large Growth**Inv Manager or Sub-Advisor: **T. Rowe Price/Brown Advisory**

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
LargeCap Growth I Separate Account A,3,14,26,F	-13.73	-0.75	13.56	10.85	13.09	6.46	34.76	15.22	15.34	7.38	12/2000	
Benchmark: Russell 1000 Growth Index	-14.10	0.91	11.32	10.36	12.97	-	36.39	14.63	15.22	-	-	

Description: The investment seeks long-term growth of capital. The fund normally invests at least 80% of its net assets, plus any borrowings for investment purposes, in equity securities of companies with large market capitalizations at the time of purchase. It invests in growth equity securities, an investment strategy that emphasizes buying equity securities of companies whose potential for growth of capital and earnings is expected to be above average.

Composition (% of Assets) as of 02/29/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
Cash	0.96	U.S. Stocks	92.00	Total Inv Exp Net %	0.75		1/30 day period	
Non-U.S. Stocks	6.75	Preferred	0.23	Contractual Cap Expiration Date	02/28/2021			
Other	0.07			Waiver Expiration Date	02/28/2021			
				Total Inv Exp Gross %	0.77			
				Total Inv Exp Gross Per \$1,000 Invested	\$7.70			
				Redemption Fee	-			

Asset Class: Small/Mid U.S. Equity

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

Investment Category: **Mid Cap Value**

Inv Manager or Sub-Advisor: **Allianz Global Inv Fund Mgmt**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
AllianzGI NFJ Mid-Cap Value Admin Fund ¹	-28.08	-18.40	-2.43	1.84	7.59	8.76	29.05	9.16	11.82	10.56	8/1998
Benchmark: Russell Midcap Value Index	-31.71	-24.13	-5.97	-0.76	7.22	-	27.06	7.62	12.41	-	-

Description: The investment seeks long-term growth of capital and income. The fund seeks to achieve its investment objective by normally investing at least 80% of its net assets (plus borrowings made for investment purposes) in common stocks and other equity securities of companies with medium market capitalizations. It normally invests significantly in securities that the portfolio managers expect will generate income (for example, by paying dividends). The portfolio managers use a value investing style focusing on companies whose securities the portfolio managers believe are undervalued.

Composition (% of Assets) as of 01/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period					
Cash	0.19	U.S. Stocks	98.27	Total Inv Exp Net %			-					
Non-U.S. Stocks	1.54				Contractual Cap Expiration Date			N/A				
				Waiver Expiration Date			08/31/2020					
				Total Inv Exp Gross %			1.11					
				Total Inv Exp Gross Per \$1,000 Invested			\$11.10					
				Redemption Fee			-					

Investment Category: **Mid Cap Blend**

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

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
MidCap S&P 400 Index Separate Account A,1,2,8,20,25,32,F	-29.74	-22.73	-4.40	0.23	7.50	7.53	25.79	8.66	12.32	9.51	8/1999
Benchmark: Standard & Poor's 400 MidCap Stock Index	-29.70	-22.51	-4.09	0.56	7.88	-	26.20	9.03	12.72	-	-

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

Composition (% of Assets) as of 02/29/2020				Fees & Expenses			# of Transfers Allowed/Time Period					
Cash	0.66	U.S. Stocks	99.04	Total Inv Exp Net %			1/30 day period					
Non-U.S. Stocks	0.31				Contractual Cap Expiration Date			N/A				
				Waiver Expiration Date			N/A					
				Total Inv Exp Gross %			0.31					
				Total Inv Exp Gross Per \$1,000 Invested			\$3.10					
				Redemption Fee			-					

Asset Class: Small/Mid U.S. Equity

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

Investment Category: **Mid Cap Growth**

Inv Manager or Sub-Advisor: **Eaton Vance Management**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
Eaton Vance Atlanta Capital SMID Cap A Fund 1,18,E	-27.33	-15.85	2.85	5.58	10.72	10.02	34.10	13.86	15.17	12.39	11/2003
Benchmark: Russell Midcap Growth Index	-20.04	-9.45	6.53	5.61	10.89	-	35.47	11.60	14.24	-	-

Description: The investment seeks long-term capital growth. Under normal circumstances, the fund invests at least 80% of its net assets (plus any borrowings for investment purposes) in small- to mid-cap stocks (the "80% Policy"). The portfolio managers generally consider small- to mid-cap companies to be those companies having market capitalizations within the range of companies comprising the Russell 2500(TM) Index.

Composition (% of Assets) as of 01/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period				
Cash	2.62	U.S. Stocks	97.38	Total Inv Exp Net %			1/90 day period				
				Contractual Cap Expiration Date			N/A				
				Waiver Expiration Date			N/A				
				Total Inv Exp Gross %			1.17				
				Total Inv Exp Gross Per \$1,000 Invested			\$11.70				
				Redemption Fee			-				

Investment Category: **Small Value**

Inv Manager or Sub-Advisor: **American Century Inv. Mgmt.**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
American Century Small Cap Value A Fund 1,18	-34.65	-24.66	-8.55	-1.30	5.17	9.07	33.06	8.14	10.75	11.53	12/1999
Benchmark: Russell 2000 Value Index	-35.66	-29.64	-9.51	-2.42	4.79	-	22.39	6.99	10.56	-	-

Description: The investment seeks long-term capital growth; income is a secondary consideration. Under normal market conditions, the portfolio managers will invest at least 80% of the fund's net assets in small cap companies. The portfolio managers consider small cap companies to include those with market capitalizations no larger than that of the largest company in the S&P Small Cap 600(R) Index or the Russell 2000(R) Index.

Composition (% of Assets) as of 12/31/2019				Fees & Expenses			# of Transfers Allowed/Time Period				
Cash	2.75	U.S. Stocks	94.20	Total Inv Exp Net %			-				
Non-U.S. Stocks				3.05			Contractual Cap Expiration Date				
							N/A				
							Waiver Expiration Date				
							N/A				
							Total Inv Exp Gross %				
							1.50				
							Total Inv Exp Gross Per \$1,000 Invested				
							\$15.00				
							Redemption Fee				
							-				

Asset Class: Small/Mid U.S. Equity

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

Investment Category: **Small Blend**

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

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
SmallCap S&P 600 Index Separate Account A,1,2,7,20,25,32,F	-32.64	-26.07	-5.63	0.14	7.70	7.60	22.45	9.20	12.96	9.81	8/1999
Benchmark: Standard & Poor's 600 Stock Index	-32.64	-25.89	-5.34	0.45	8.06	-	22.78	9.56	13.35	-	-

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

Composition (% of Assets) as of 02/29/2020				Fees & Expenses			# of Transfers Allowed/Time Period		
Cash	0.58	U.S. Stocks	98.15	Total Inv Exp Net %	0.31		1/30 day period		
Non-U.S. Stocks	1.27			Contractual Cap Expiration Date	N/A				
				Waiver Expiration Date	N/A				
				Total Inv Exp Gross %	0.31				
				Total Inv Exp Gross Per \$1,000 Invested	\$3.10				
				Redemption Fee	-				

Investment Category: **Small Growth**

Inv Manager or Sub-Advisor: **Conestoga Capital**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
Conestoga Small Cap Investors Fund ¹	-19.32	-10.52	7.85	8.88	12.00	10.82	25.18	14.79	14.69	12.37	10/2002
Benchmark: Russell 2000 Growth Index	-25.76	-18.58	0.10	1.70	8.89	-	28.48	9.34	13.01	-	-

Description: The investment seeks long-term growth of capital. Under normal market circumstances, the fund invests at least 80% of its net assets in equity securities of small-cap companies. Equity securities include American depositary receipts ("ADRs"), convertible securities, foreign and domestic common and preferred stocks, rights and warrants.

Composition (% of Assets) as of 01/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period		
Cash	2.58	U.S. Stocks	92.81	Total Inv Exp Net %	1.10		-		
Non-U.S. Stocks	4.61			Contractual Cap Expiration Date	N/A				
				Waiver Expiration Date	01/31/2021				
				Total Inv Exp Gross %	1.47				
				Total Inv Exp Gross Per \$1,000 Invested	\$14.70				
				Redemption Fee	-				

Asset Class: International Equity

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

Investment Category: **Foreign Large Growth**

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

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
American Funds EuroPacific Growth R5 Fund 4,18	-22.46	-12.76	0.23	0.86	3.92	6.21	27.37	7.36	6.68	7.85	5/2002	
Benchmark: MSCI ACWI Ex USA Growth Index	-18.25	-7.31	2.53	2.10	3.91	-	27.34	7.30	6.24	-	-	

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

Composition (% of Assets) as of 12/31/2019				Fees & Expenses			# of Transfers Allowed/Time Period				
Cash	7.87	U.S. Stocks	0.93	Total Inv Exp Net %	0.53		-				
Non-U.S. Stocks	90.97	Non-U.S. Bonds	0.07	Contractual Cap Expiration Date	N/A						
U.S. Bonds	0.06	Other	0.10	Waiver Expiration Date	N/A						
				Total Inv Exp Gross %	0.53						
				Total Inv Exp Gross Per \$1,000 Invested	\$5.30						
				Redemption Fee	-						

Investment Category: **Foreign Small/Mid Growth**

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

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
MFS International New Discovery R3 Fund 1,4,18,G	-25.11	-16.82	-0.11	1.51	5.39	5.90	22.54	8.18	8.92	8.10	4/2005	
Benchmark: MSCI World Ex USA SMID Index	-27.14	-18.03	-3.28	-0.08	3.56	-	24.82	7.35	7.31	-	-	

Description: The investment seeks capital appreciation. The fund normally invests its assets primarily in foreign equity securities, including emerging market equity securities. Equity securities include common stocks and other securities that represent an ownership interest (or right to acquire an ownership interest) in a company or other issuer. The fund may invest a significant percentage of the fund's assets in issuers in a single industry, sector, country, or region.

Composition (% of Assets) as of 02/29/2020				Fees & Expenses			# of Transfers Allowed/Time Period				
Cash	3.16	U.S. Stocks	1.52	Total Inv Exp Net %	1.29		2/calendar quarter				
Non-U.S. Stocks	95.32			Contractual Cap Expiration Date	N/A						
				Waiver Expiration Date	N/A						
				Total Inv Exp Gross %	1.29						
				Total Inv Exp Gross Per \$1,000 Invested	\$12.90						
				Redemption Fee	-						

Asset Class: **Other**

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

Investment Category: **N/A**

Inv Manager or Sub-Advisor:

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
Principal Financial Group, Inc. Stock Separate Account	-41.36	-34.13	-17.55	-6.23	3.49	3.62	28.62	4.22	11.25	6.78	10/2001
Benchmark: Standard & Poor's 500 Index	-19.60	-6.98	5.10	6.73	10.53	-	31.49	11.70	13.56	-	-

Description: The Principal Financial Group, Inc. Stock Separate Account invests in stock of the Principal Financial Group. The value of the investment option changes based on changes in the market value of the stock and expenses. The investment option seeks to provide long-term growth of capital. Additional information may be obtained by contacting 1-800-547-7754 or by accessing principal.com.

Composition (% of Assets) as of N/A	Fees & Expenses	# of Transfers Allowed/Time Period
N/A	Total Inv Exp Net % 0.46	-
	Contractual Cap Expiration Date N/A	
	Waiver Expiration Date N/A	
	Total Inv Exp Gross % 0.46	
	Total Inv Exp Gross Per \$1,000 Invested \$4.60	
	Redemption Fee -	

Investment Category: **Owned Real Estate**

Inv Manager or Sub-Advisor: **Principal Real Estate Inv**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
U.S. Property Sep Acct A,17,25,F	0.33	4.46	6.65	8.16	11.21	6.80	5.79	8.71	11.18	6.84	1/1982
Benchmark: NFI-ODCE Equal-Weight Q	-	-	-	-	-	-	4.39	7.98	10.39	-	-

Description: Effective close of market 03/20/2020, a contractual limitation will delay the payment of most withdrawal or transfer requests from the Principal US Property Separate Account (Separate Account) but for no more than three years from the effective date. In accordance with the terms of your employer's group annuity contract, delayed payment requests will be honored proportionately. This means transactions may be processed in a series of payments until enough cash is available to pay obligations. The Separate Account invests the majority of assets in owned private equity commercial real estate. It focuses on properties anticipated to return both lease income and appreciation of the buildings' marketable value. The property holdings usually contain real estate from the multi-family, office, warehouse/manufacturing, and retail sectors. This Separate Account is subject to investment and liquidity risk and other risks inherent in real estate such as those associated with general and local economic conditions. Please log on to the participant website at www.principal.com for more details.

Composition (% of Assets) as of 02/29/2020	Fees & Expenses	# of Transfers Allowed/Time Period
Other 100.00	Total Inv Exp Net % 1.19	1/30 day period
	Contractual Cap Expiration Date N/A	
	Waiver Expiration Date N/A	
	Total Inv Exp Gross % 1.19	
	Total Inv Exp Gross Per \$1,000 Invested \$11.90	
	Redemption Fee -	

Asset Class: Short-Term Fixed Income

Investment Option Name: Guaranteed Interest Account 3 year ^U

Description:

This investment option provides a guaranteed interest rate for 3 years. Guarantees are supported by the General Account of Principal Life Insurance Company (Principal Life), but you do not participate in the investment experience or performance of the General Account. Contributions and transfers allocated to this option will be credited interest at a guaranteed rate that Principal Life declares for a set period of time (the Guarantee Period). Guaranteed interest rates for new allocations are subject to change daily, and each amount allocated to the guaranteed interest account will earn interest based on this guaranteed interest rate in effect for the date that the amount is allocated to this guaranteed interest account. Your actual interest credited after the first deposit year is a composite of the guaranteed rates based on the actual dates of deposit, withdrawals and transfers. A surrender charge may apply to transfers or withdrawals from an unmaturing guaranteed interest account. The reference rate used to determine if a charge applies is equal to the applicable fixed U.S. Treasury rate plus 0.50%. A charge applies when the reference rate is higher than the rate being credited to the unmaturing funds being transferred or withdrawn. The amount of the surrender charge is calculated as follows: 1) the applicable fixed U.S. Treasury Rate plus 0.50% minus the rate being credited, multiplied by 2) the number of years and fractional parts of a year left in the guarantee period, multiplied by 3) the amount being surrendered. A surrender charge may not apply to withdrawals due to retirement, termination of employment, disability or death. For more information, call the automated phone system at 1-800-547-7754 or see the applicable fact sheet on principal.com for a more complete description of this investment option and the crediting rate. Crediting Rates shown are the rates that would have been received if \$1.00 was allocated on the date shown.

Crediting Rate	Crediting Period	Term
3-Year Full Rate: 1.70	Guarantee Period: 03/31/2020	3 years
3-Year Full Rate: 0.75	Guarantee Period: 12/31/2019	3 years
3-Year Full Rate: 1.35	Guarantee Period: 03/31/2019	3 years

Investment Option Name: Guaranteed Interest Account 5 year ^U

Description:

This investment option provides a guaranteed interest rate for 5 years. Guarantees are supported by the General Account of Principal Life Insurance Company (Principal Life), but you do not participate in the investment experience or performance of the General Account. Contributions and transfers allocated to this option will be credited interest at a guaranteed rate that Principal Life declares for a set period of time (the Guarantee Period). Guaranteed interest rates for new allocations are subject to change daily, and each amount allocated to the guaranteed interest account will earn interest based on this guaranteed interest rate in effect for the date that the amount is allocated to this guaranteed interest account. Your actual interest credited after the first deposit year is a composite of the guaranteed rates based on the actual dates of deposit, withdrawals and transfers. A surrender charge may apply to transfers or withdrawals from an unmaturing guaranteed interest account. The reference rate used to determine if a charge applies is equal to the applicable fixed U.S. Treasury rate plus 0.50%. A charge applies when the reference rate is higher than the rate being credited to the unmaturing funds being transferred or withdrawn. The amount of the surrender charge is calculated as follows: 1) the applicable fixed U.S. Treasury Rate plus 0.50% minus the rate being credited, multiplied by 2) the number of years and fractional parts of a year left in the guarantee period, multiplied by 3) the amount being surrendered. A surrender charge may not apply to withdrawals due to retirement, termination of employment, disability or death. For more information, call the automated phone system at 1-800-547-7754 or see the applicable fact sheet on principal.com for a more complete description of this investment option and the crediting rate. Crediting Rates shown are the rates that would have been received if \$1.00 was allocated on the date shown.

Crediting Rate	Crediting Period	Term
5-Year Full Rate: 1.75	Guarantee Period: 03/31/2020	5 years
5-Year Full Rate: 0.95	Guarantee Period: 12/31/2019	5 years
5-Year Full Rate: 1.60	Guarantee Period: 03/31/2019	5 years

Investment Option Name: Guaranteed Interest Account 7 year ^U

Description:

This investment option provides a guaranteed interest rate for 7 years. Guarantees are supported by the General Account of Principal Life Insurance Company (Principal Life), but you do not participate in the investment experience or performance of the General Account. Contributions and transfers allocated to this option will be credited interest at a guaranteed rate that Principal Life declares for a set period of time (the Guarantee Period). Guaranteed interest rates for new allocations are subject to change daily, and each amount allocated to the guaranteed interest account will earn interest based on this guaranteed interest rate in effect for the date that the amount is allocated to this guaranteed interest account. Your actual interest credited after the first deposit year is a composite of the guaranteed rates based on the actual dates of deposit, withdrawals and transfers. A surrender charge may apply to transfers or withdrawals from an unmaturing guaranteed interest account. The reference rate used to determine if a charge applies is equal to the applicable fixed U.S. Treasury rate plus 0.50%. A charge applies when the reference rate is higher than the rate being credited to the unmaturing funds being transferred or withdrawn. The amount of the surrender charge is calculated as follows: 1) the applicable fixed U.S. Treasury Rate plus 0.50% minus the rate being credited, multiplied by 2) the number of years and fractional parts of a year left in the guarantee period, multiplied by 3) the amount being surrendered. A surrender charge may not apply to withdrawals due to retirement, termination of employment, disability or death. For more information, call the automated phone system at 1-800-547-7754 or see the applicable fact sheet on principal.com for a more complete description of this investment option and the crediting rate. Crediting Rates shown are the rates that would have been received if \$1.00 was allocated on the date shown.

Crediting Rate	Crediting Period	Term
7-Year Full Rate: 1.85	Guarantee Period: 03/31/2020	7 years
7-Year Full Rate: 1.10	Guarantee Period: 12/31/2019	7 years
7-Year Full Rate: 1.80	Guarantee Period: 03/31/2019	7 years

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

¹ Small-cap and mid-cap investment options are subject to more fluctuation in value and may have additional risks than other investment options with stocks of larger, more stable companies.

- 2 Each index based investment option is invested in the stocks or bonds of the index it tracks. Performance of indexes reflects the unmanaged results for the market segment the selected stocks or bonds represent. There is no assurance an index based investment option will match the performance of the index tracked.
- 3 This Separate Account invests solely in the least expensive share class of the Principal Funds. All voting rights associated with ownership of shares in the mutual fund are the rights of the Separate Account, not of contract holders investing in the Separate Account. For further information on the underlying mutual fund, see the prospectus of the fund.
- 4 International and global investment options are subject to additional risk due to fluctuating exchange rates, foreign accounting and financial policies, and other economic and political environments.
- 5 Liquid asset investment options are not insured or guaranteed by the Federal Deposit Insurance Corporation (FDIC), or any other government agency. Although the investment option may seek to preserve the value of an investment, it is possible to lose money by investing in the portfolio.
- 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 This investment option is closed to new investors.
- 10 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.
- 11 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.
- 12 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.
- 13 Fixed-income and asset allocation investment options that invest in mortgage securities are subject to increased risk due to real estate exposure.
- 14 This Separate Account invests solely in the least expensive share class of a mutual fund (Fund) from Principal Funds, Inc. The investment 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.
- 15 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.
- 16 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.
- 17 If you elect to contribute funds into the Principal US Property Separate Account (Separate Account), you may not be able to immediately withdraw them. This Separate Account is unlike most other retirement plan investment options because it invests primarily in owned private equity commercial real estate rather than securities. Unlike public securities sold on an exchange, commercial real estate assets are usually sold in time-consuming, and often complex, transactions. Due to the nature of these transactions, this Separate Account may be subject to market conditions which may delay or prevent a sale. We may implement a pre-existing contractual limitation in the group annuity contract which will allow us to manage this Separate Account and satisfy withdrawal requests proportionately over time and fairly among all those who request a withdrawal.
- 18 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.
- 19 The net return experienced may be negative if the costs to maintain and operate the Liquid Assets Separate Account exceed returns. Participants may also see negative returns if plan expenses, if applicable, are netted or deducted from their accounts.
- 20 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.
- 21 International and global investing involves greater risks such as currency fluctuations, political/social instability and differing accounting standards.
- 22 For the Principal Lifetime Hybrid Collective Investment Funds (CITs), Total Investment Expense Net equals the sum of these expenses: (a) the amount of money, expressed as a percentage, deducted for the cost of managing the collective investment trust, and where applicable, plus (b) if the collective investment trust invests in an underlying mutual fund, separate account, or collective investment trust, the total investment operating expenses of the underlying investment option, as listed in the most recent prospectus if applicable.

- ²³ The Principal LifeTime Hybrid Collective Investment Funds (CITs) are collective investment trusts maintained by Principal Global Investors Trust Company, (the Trust Company). The Trust Company has retained Principal Global Investors, LLC (the Adviser), to serve as investment adviser with respect to the CITs, subject to the Trust Company's supervision and review. The Adviser is an indirect wholly owned subsidiary of Principal Financial Group, Inc. and is under common control with the Trust Company. The Adviser also manages portfolios which may be included as underlying investments in the CITs. The Adviser receives management fees from these portfolios. The Adviser or other affiliates of the Trust Company may provide services to the CITs and may receive fees for such services. The CITs are available only to certain qualified retirement plans and governmental 457(b) plans.
- ²⁴ The CITs are not mutual funds and are not registered with the Securities and Exchange Commission, the State of Oregon, or any other regulatory body. Units of the CITs are not deposits or obligations of, guaranteed by, or insured by the Trust Company or any affiliate, and are not insured by the FDIC or any other federal or state government agency. The value of the CITs will fluctuate so that when redeemed, units may be worth more or less than the original cost. The declaration of trust, participation agreement, and disclosure documents contain important information about investment objectives, risks, fees and expenses associated with investment in the CITs and should be read carefully before investing. The declaration of trust is available at principal.com. A copy of the participation agreement can be obtained from your plan administrator.
- ²⁵ Investment manager/sub-advisor means either the Investment Advisor or Sub-Advisor to the investment option or the underlying asset(s). Principal Life Insurance Company is the Investment Manager as defined by ERISA, with regard to the assets of the Separate Accounts. Principal Global Investors is a member of the Principal Financial Group.
- ²⁶ Investment manager/sub-advisor means either the Investment Advisor or Sub-Advisor to the investment option or the underlying asset(s).
- ²⁷ Investment manager/sub-advisor means either the Investment Advisor or Sub-Advisor to the investment option or the underlying asset(s). Principal Life Insurance Company is the Investment Manager as defined by ERISA, with regard to the assets of the Separate Accounts. Principal Global Investors is a member of the Principal Financial Group. Edge Asset Management is an internal investment boutique of Principal Global Investors.
- ²⁸ Effective June 29, 2018, this portfolio is sub-advised by Vaughn Nelson, LA Capital and Hotchkis & Wiley. Prior to June 29, 2018, the portfolio was sub-advised by DFA, Vaughn Nelson and LA Capital. The portfolio has had various sub-advisors since its inception. Performance results displayed reflect all sub-advisors managing this portfolio during the time periods displayed.
- ²⁹ The Principal Stable Value Fund (the Fund), is a collective investment trust maintained by Principal Global Investors Trust Company, (the Trust Company). The Trust Company has retained Morley Capital Management (the Adviser), to serve as investment adviser with respect to the Fund, subject to the Trust Company's supervision and review. The Adviser is a specialized investment boutique of Principal Global Investors and is under common control with the Trust Company. The Fund is not a mutual fund and is not registered with the Securities and Exchange Commission, the State of Oregon, or any other regulatory body. Units of the Fund are not deposits or obligations of, guaranteed by, or insured by the Trust Company or any affiliate, and are not insured by the FDIC or any other federal or state government agency. The value of the Fund may fluctuate so that when redeemed, units may be worth more or less than the original cost. The declaration of trust, participation agreement, and disclosure documents contain important information about investment objectives, risks, fees and expenses associated with investment in the Fund and should be read carefully before investing. Direct investment in the Fund is limited to participating trusts (also known as investing plan/trust) that meet certain requirements described in the declaration of trust, that enter into a participation agreement with the Trust Company. The Fund cannot accept investment directly from individuals and is subject to restrictions regarding transfer and withdrawal of assets including potential deferral of withdrawal requests by up to 12 months, as defined in the applicable declaration of trust.
- ³⁰ The Morley Stable Value Fund (the Fund), is a collective investment trust maintained by Principal Global Investors Trust Company, (the Trust Company). The Trust Company has retained Morley Capital Management (the Adviser), to serve as investment adviser with respect to the Fund, subject to the Trust Company's supervision and review. The Adviser is a specialized investment boutique of Principal Global Investors and is under common control with the Trust Company. The Fund is not a mutual fund and is not registered with the Securities and Exchange Commission, the State of Oregon, or any other regulatory body. Units of the Fund are not deposits or obligations of, guaranteed by, or insured by the Trust Company or any affiliate, and are not insured by the FDIC or any other federal or state government agency. The value of the Fund may fluctuate so that when redeemed, units may be worth more, or less, than the original cost. The declaration of trust, participation agreement, and disclosure documents contain important information about investment objectives, risks, fees and expenses associated with investment in the Fund and should be read carefully before investing. Direct investment in the Fund is limited to participating trusts (also known as investing plan/trust) that meet certain requirements described in the declaration of trust, that enter into a participation agreement with the Trust Company. The Fund cannot accept investment directly from individuals and is subject to restrictions regarding transfer and withdrawal of assets including potential deferral of withdrawal requests by up to 12 months, as defined in the applicable declaration of trust.
- ³¹ Effective September 21, 2018, this portfolio is sub-advised by Principal Global Investors. Prior to September 21, 2018, the portfolio was sub-advised by DFA and Principal Global Investors. The portfolio has had various sub-advisors since its inception. Performance results displayed reflect all sub-advisors managing this portfolio during the time periods displayed.
- ³² For the NE Rate level, Principal Life Insurance Company (Principal Life) 1. pays the Sub-Adviser the management fee and compensation for services provided to the separate account, and 2. pays the separate account the expected operating expenses proportionally attributable to the NE Rate level in the maintenance of the Separate Account. Operating expenses may be greater or less than expected in any given period. The NE Rate level is only available to Contract holders who meet certain requirements and select certain additional products and services made available by Principal Life or an affiliate. Ask your Principal representative for additional details.
- ³³ 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.

- ³⁴ This Separate Account invests directly in the Institutional class shares of a Principal LifeTime Fund. The mutual fund operating expenses for each Principal LifeTime Fund are reflected in the Total Investment Expense of the Separate Accounts well as the operating expenses of the underlying funds in which the Principal LifeTime Fund invests. Based on the asset allocation of the Principal LifeTime Funds as in the prospectus dated March 1, 2020, the weighted average operating expenses of the underlying funds are: Principal LifeTime Strategic Income, 0.59%; Principal LifeTime 2010, 0.60%; Principal LifeTime 2015, 0.62%; Principal LifeTime 2020, 0.64%; Principal LifeTime 2025, 0.65%; Principal LifeTime 2030, 0.68%; Principal LifeTime 2035, 0.62%; Principal LifeTime 2040, 0.64%; Principal LifeTime 2045, 0.66%; Principal LifeTime 2050, 0.67%; Principal LifeTime 2055, 0.68%; Principal LifeTime 2060, 0.68%; Principal LifeTime 2065, 0.68%. For further information on all mutual fund expenses, see the prospectus of the underlying Principal LifeTime Fund. All voting rights associated with ownership of shares in the mutual fund are the rights of the Separate Account, not of contract holders investing in the Separate Account.
- ^E Investment option limits the number of transfers allowed into the investment option. All participant investment transfers and non-scheduled rebalancing activity are counted toward the number of transfers allowed. When the number of allowed transfers into the investment option is met, no additional investment transfers into the investment option will be allowed until the holding period elapses. Contributions into the investment option are not impacted.
- ^F Investment option limits transfer activity. Once the number of allowed transfers is met, participants are not allowed to transfer back into an investment option which they have transferred out of until the holding period elapses. All participant investment transfers and non-scheduled rebalancing activity are counted toward the number of transfers allowed. Contributions into the investment option are not impacted. Participants may still transfer out to different investment options or to money market or Guaranteed options.
- ^G Investment option limits transfer activity. Once the number of allowed transfers is met, participants are not allowed to transfer amounts valued at the threshold amount or more back into the investment option which they have transferred out of until the holding period elapses. All participant investment transfers and non-scheduled rebalancing activity valued at the threshold amount or more are counted toward the number of transfers allowed. Contributions into the investment option are not impacted. Participant transfers made for less than the threshold amount do not count and are not limited.
- ^H Investment option limits transfer activity. Once the number of allowed transfers is met, participants are not allowed to transfer back into an investment option which they have transferred out more than the threshold amount until the holding period elapses. All participant investment transfers and non-scheduled rebalancing activity more than the threshold amount are counted toward the number of transfers allowed. Contributions into the investment option are not impacted. Participants may still transfer out to different investment options, money market, or Guaranteed options.
- ^Q NFI-ODCE Equal-Weight-Benchmark is published by the National Council of Real Estate Investment Fiduciaries (NCREIF). Regarding quarter end information, dashes will appear for periods of time after a quarter end but prior to NCREIF publication of the NFI-ODCE Equal-Weight Benchmark. The most current year end information as published by NCREIF is presented. For periods of time after year end but prior to NCREIF publication, data may be for the preceding year. For the most up to date information visit principal.com or call 1-800-547-7754.
- ^U The historical performance displayed for the guaranteed interest account are calculated as an accumulation of interest based on the average applicable interest rates in effect over the time period. Interest rates are market based and future interest rates will be based on future market conditions. For time periods prior to inception date of the investment option, predecessor performance is reflected. Please see the investment option's offering document for more information on specific expenses, and the investment option's most recent offering document for actual date of first sale. Expenses are deducted from income earned by the investment option. As a result, investment results will differ for each class of contracts. Past rates are not indicative of expected future rates. Current crediting rates may be lower or higher than what is shown here. The guaranteed interest account is the guaranteed portion of the insurance contract and provides a guaranteed interest rate for specified periods of time. As an insurance guarantee, this option does not have a fixed investment management fee or expense ratio; those are concepts unique to investment products. Rather, the guarantee is backed by the General Account of Principal Life Insurance Company. The calculation of each guarantee includes some amount of expected costs and expenses. While we target a certain level of expense, there are many factors that can change our actual cost of providing the guarantee. This can include factors such as changes in the interest rate environment. While it is impossible to know the actual expense due to these factors, Principal Life Insurance Company, as a provider of administrative services to the plan, assumes that it will receive 65 basis points (from the expense built into the guaranteed interest account) as part of the overall fee arrangement a plan pays for services from Principal Life.
- ⁻ Principal Life works with each fund family to implement each funds' policy and establish frequent trading guidelines that best mirror Prospectus language. Mutual Fund Network investment managers have the ability to monitor for excessive trading and may enforce frequent purchase limitations in addition to or in lieu of policy monitored by Principal Life Insurance Company. Please refer to the Prospectus for verification.

Benchmark Descriptions

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

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

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

NFI-ODCE Equal-Weight is the NCREIF Fund Index - Open End Diversified Core Equity. It is a fund-level equal-weighted, time-weighted return index and includes property investments at ownership share, cash balances and leverage. The return series is net of the average fee charged by accounts that make up the index.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Bloomberg Barclays U.S. Government Index is the U.S. Government component of the U.S. Government/Credit Index.

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

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

Bloomberg Barclays 1-3 Yr Government Index is comprised of both the Treasury Bond Index and the Agency Bond Index.

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

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

Bloomberg Barclays U.S. Universal Index represents the union of the U.S. Aggregate Bond Index, the U.S. High Yield Corporate Index, the 144A Index, the Eurodollar Index, the Emerging Markets Index, the non-ERISA portion of the CMBS Index, and the CMBS High Yield Index.

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

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

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

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

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¿Qué tipo de inversionista eres?

¿No sabes qué tipo de inversionista eres? No te preocupes. Estas dos simples preguntas pueden ayudar:

- 1** ¿Qué tan cómodo estás con el riesgo?

2 ¿Cuánto tiempo te falta para jubilarte?

Si sabes las respuestas a estas preguntas, podrás tomar decisiones más informadas sobre dónde vas a poner el dinero de tu cuenta.* Esto es importante porque la forma como se invierte el dinero puede tener un gran impacto sobre cómo vivirás durante tu jubilación.

Haz esta breve prueba para ayudarte a determinar a donde dirigirás el dinero.



1. ¿Qué tanto sabes sobre inversiones?

- Estoy aprendiendo lo básico 0 puntos
- Tengo ciertos conocimientos 6 puntos
- Experto 12 puntos

Puntos

2. ¿Cuando hablamos de tus planes para la jubilación y deseas invertir cierta cantidad de dinero, ¿cuál es tu meta principal?

- No perder dinero 0 puntos
- Conservar mi dinero y ganar más dinero 8 puntos
- Ganar la mayor cantidad de dinero posible 17 puntos

Puntos

3. ¿Cuál es la probabilidad de que pongas tu dinero en inversiones con rendimientos consistentes pero más bajos?

- Muy probable 0 puntos
- Probable 5 puntos
- Poco probable 9 puntos
- Improbable 14 puntos

Puntos

4. ¿Qué tan cómodo te sientes con el hecho de que el valor de tus inversiones subirá y bajará con el tiempo?

- No me siento cómodo 0 puntos
- Neutro 6 puntos
- Me siento cómodo 12 puntos

Puntos

*Tu cuenta: la cuenta que el plan mantiene para tu beneficio.

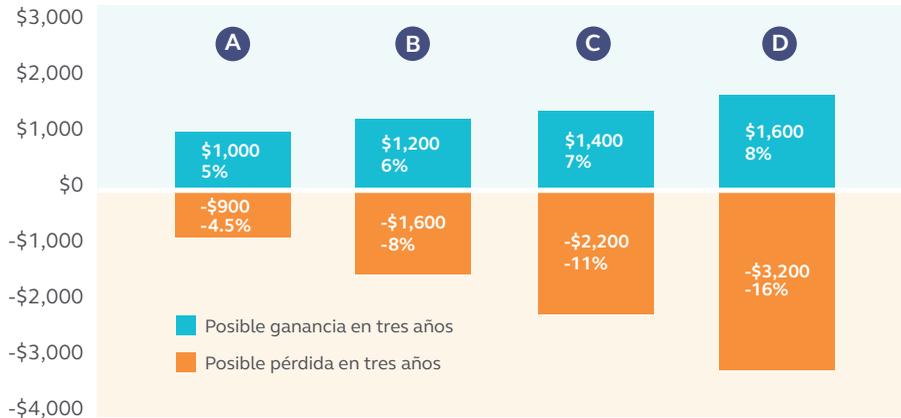
5. Una de tus inversiones comienza a tener bajo rendimiento de repente y sufres una pérdida: ¿qué harías?

- Mover mi dinero a una inversión menos riesgosa inmediatamente
- Esperar por lo menos un año antes de cambiar mi inversión
- Mantener la inversión actual

0 puntos
7 puntos
13 puntos

Puntos

6. Te han dado \$20,000 para invertirlos según una de las cuatro situaciones a continuación. La tabla a continuación muestra los porcentajes de rendimiento para cada inversión en el mejor y en el peor de los casos a lo largo de los últimos tres años. ¿Bajo cuál situación invertirías tu dinero?



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

Porcentaje del valor total de ganancia/pérdida.

Estas cantidades son hipotéticas y no garantizan ningún rendimiento en el futuro ni representan el comportamiento de ninguna inversión en particular. Este ejemplo es para propósitos ilustrativos solamente.

Puntos

7. Inviertes \$5,000 en una opción de inversión y planeas tenerlos allí por 10 años. Durante el primer año, el mercado bursátil pierde valor, incluyendo el dinero que habías invertido. ¿Qué harías?

- Vender toda la inversión
- Vender una parte de la inversión
- Dejar a la inversión tal como está
- Comprar aun más de la inversión

0 puntos
6 puntos
12 puntos
17 puntos

Puntos:

Total de puntos

Años para la jubilación

¿Cuándo planeas comenzar a retirar dinero de tu cuenta?

En 16 años o más

Dentro de 11-15 años

Dentro de 6-10 años

Dentro de 5 años o menos

¿Dónde te ubicaste?

De acuerdo con tus respuestas en la prueba, vamos a determinar cuál perfil de inversionista se parece más a ti. Tu perfil de inversionista puede ayudarte a descubrir cuál combinación de opciones de inversión puede ser la correcta para ti al mostrarte cómo se podría distribuir tu dinero en los distintos tipos de inversiones del plan a lo largo de diferentes niveles de riesgo.

Primero, calcula tu puntuación.



Luego, calcula los años que te faltan para jubilarte.



Después, determina el punto de intersección de éstos dos en la tabla a continuación.

El color de la caja donde éstos se cruzan corresponderá a uno de los cinco perfiles de inversionista a continuación.

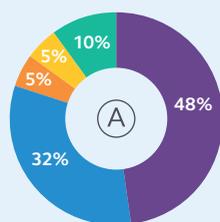
Años que faltan para la jubilación	Puntuación 0-17	Puntuación 18-41	Puntuación 42-61	Puntuación 62-83	Puntuación 84-100
≤5 años					
6-10 años					
11-15 años					
≥16 años					
	Ⓐ Conservador	Ⓑ Conservador moderado	Ⓒ Moderado	Ⓓ Agresivo moderado	Ⓔ Agresivo

Por favor, ten en cuenta que esta información es solamente una guía y para fines educativos. No tiene la intención de decirte cómo invertir. Lo que sí sugerimos es que revises tu perfil de inversionista por lo menos una vez al año o a medida que ocurran cambios en tu vida para asegurarte que aún estás cumpliendo tus metas.

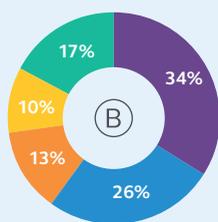
¿Se parece a tí?



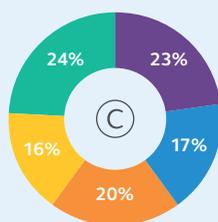
Perfiles de inversionista



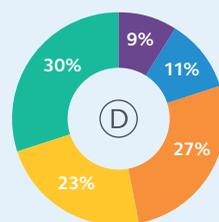
Conservador



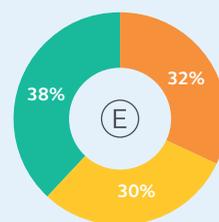
Conservador moderado



Moderado



Agresivo moderado



Agresivo

Bajo riesgo/
rendimiento



Niveles de riesgo



Alto riesgo/
rendimiento

● Ingreso fijo a corto plazo

● Ingreso fijo

● Gran capital de EE.UU.

● Capital pequeño/mediano de EE.UU.

● Capital internacional

Dependiendo de los objetivos de las opciones de inversión seleccionadas en cada clase de activos, éstas pueden experimentar fluctuaciones en el precio y tienen el potencial de perder valor. **La distribución y diversificación de activos no garantiza una ganancia ni protege contra pérdidas.** Visita principal.com/assetclass (en inglés) para conocer las descripciones de las clases de activos.

Ingresa a principal.com para elegir o modificar tu selección de inversiones.

Descripciones de perfiles

Bien sea que estés haciendo esta prueba para ayudarte a elegir tu estructura de inversiones o para verificar si tu propio modelo educativo se alinea correctamente, los cinco diagramas circulares representan una combinación de niveles de riesgo que aplican a inversiones que se ajustan a cada descripción de perfil. Según los resultados de la prueba, considera si el perfil de inversionista y la descripción corresponden al tipo de inversionista que eres.

Conservador Esta distribución está diseñada para el inversionista más cauteloso, uno con susceptibilidad a pérdidas a corto plazo y/o periodo de tiempo menor para jubilarse. Tiene como objetivo el inversionista que busca estabilidad en las inversiones de los activos invertidos, pero ganar más que la tasa de inflación a largo plazo. El objetivo principal de este inversionista es conservar el capital mientras que provee ingreso potencial. Los inversionistas pueden esperar que las fluctuaciones en los valores de este portafolio sean menores y menos frecuentes que en los portafolios más agresivos.

Conservador moderado Esta distribución puede ser apropiada para el inversionista que busca tanto la plusvalía modesta de su capital como el potencial de ingreso de su portafolio. Este inversionista tendrá ya sea un periodo de tiempo moderado para jubilarse o una tolerancia de riesgo ligeramente mayor que la mayoría de los inversionistas conservadores. Si bien es cierto que esta distribución está diseñada para conservar el capital, las fluctuaciones en los valores de este portafolio pueden ocurrir de año en año.

Moderado Esta distribución puede ser para el inversionista que busca un crecimiento relativamente estable con un potencial de ingreso más bajo. Un inversionista en el rango de riesgo moderado tendrá una tolerancia de riesgo mayor y/o un periodo de tiempo más largo para jubilarse que los inversionistas más conservadores. El objetivo principal de este inversionista es alcanzar crecimiento constante mientras que limita la fluctuación por debajo al de la bolsa de valores en general.

Agresivo moderado Esta distribución está diseñada para inversionistas con una tolerancia de riesgo relativamente alta y un periodo de tiempo más largo para jubilarse. Estos inversionistas tienen poca necesidad de ingreso actual y buscan un crecimiento de los activos invertibles mayor al normal. El objetivo principal de este perfil es la plusvalía de capital y sus inversionistas deberían poder tolerar fluctuaciones moderadas en los valores de su portafolio.

Agresivo Esta distribución puede ser apropiada para inversionistas que tienen tanto una tolerancia de riesgo alta como un periodo de tiempo largo para jubilarse. El principal objetivo de este perfil es proveer un alto crecimiento; es decir, el inversionista no está preocupado por recibir ingresos en este momento. Este portafolio puede tener fluctuaciones más grandes y frecuentes de año a año, haciéndolo potencialmente menos deseado para inversionistas que no tienen una alta tolerancia de riesgo ni un periodo de tiempo largo para jubilarse.

Morningstar Investment Management LLC periódicamente revisa y ajusta los porcentajes de distribución de activos de los modelos según su panorama económico y las condiciones actuales del mercado.

Las inversiones involucran riesgos, incluyendo una posible pérdida de capital.

Las opciones de inversión en bolsa involucran un mayor riesgo, incluyendo mayor volatilidad, que las opciones de inversión de ingreso fijo. Las opciones de inversión de ingreso fijo están sujetas a un mayor riesgo y su valor declinará conforme las tasas de interés aumenten. Los valores con calificaciones más bajas están sujetos a más riesgos de crédito e impago.

Las acciones pequeñas y medianas pueden tener riesgos adicionales incluyendo una mayor volatilidad de precio.

Las opciones de inversión internacionales y globales involucran riesgos mayores tales como fluctuaciones en los tipos de cambio, inestabilidad política y social y estándares contables diferentes.

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Principal LifeTime Hybrid CITs

An investment strategy that adjusts over time.



When you plan to retire may guide your investment strategy.

Are you planning to retire in 10 years? 20? 30? Well, no matter where you are in your career, it might make sense to manage your investments according to how long you have until retirement.¹



A Principal LifeTime Hybrid Collective Investment Trust (CIT)

is an investment portfolio that may help you do just that. For example, if you're planning to retire in 30 years, a more aggressive investment approach may be best since you generally have time to ride out market highs and lows. But as you get closer to retirement, you may want to shift your investments to more conservative options.

How a Principal LifeTime Hybrid CIT works

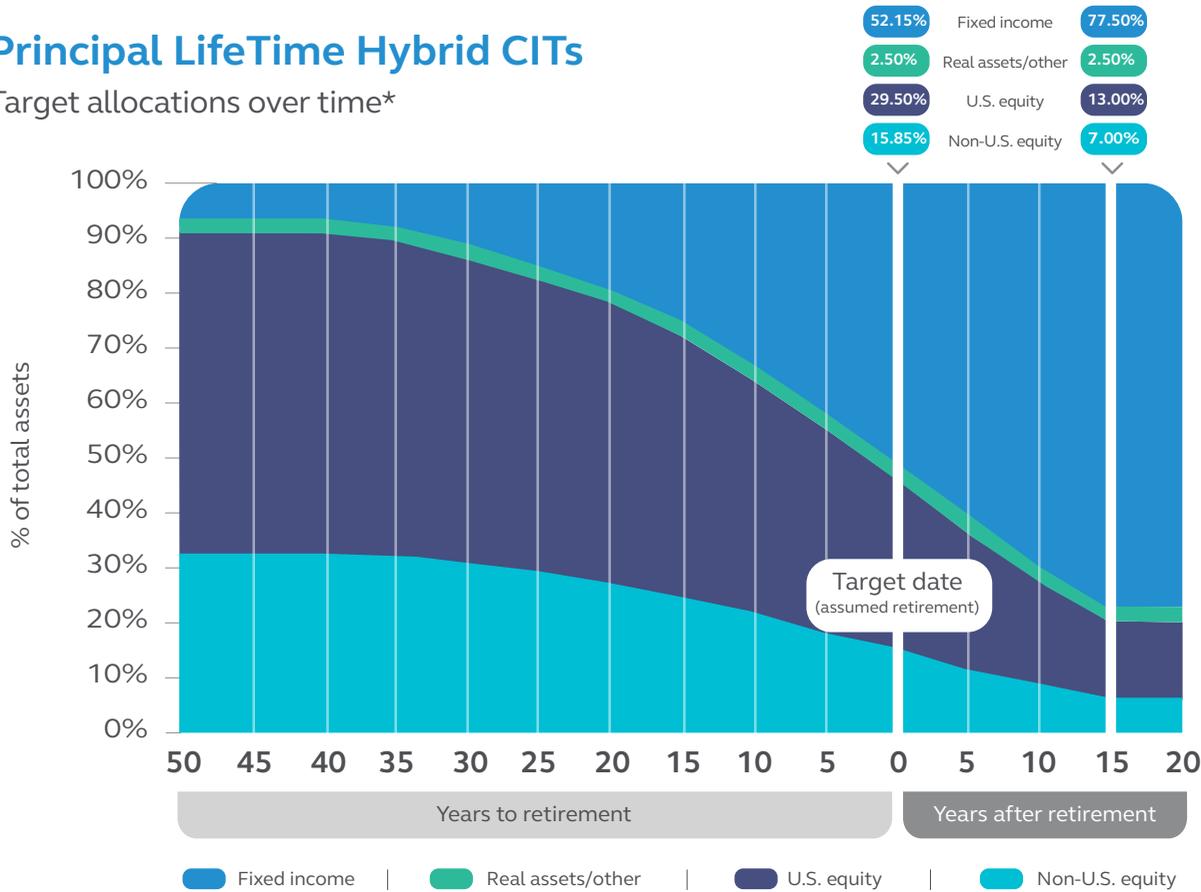
Principal LifeTime Hybrid CITs use what we call a “glide path” approach to managing retirement savings. It's basically a representation that shows how the portfolio could become more conservative over time.

You can see by the example on the next page that when you're further away from retirement, portfolio managers tend to invest in typically more aggressive options, like stocks (equity). And as you get closer, they shift to typically more conservative allocation options, like bonds (fixed income).

¹ For all Principal LifeTime Hybrid CITs, normal retirement age is assumed to be 65 years of age.

Principal LifeTime Hybrid CITs

Target allocations over time*



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

Neither the principal nor the underlying assets of the Principal LifeTime investment options are guaranteed at any time, including the target date. Investment risk remains at all times. Allocations based on current targets as of October 2019. They may change over time.

*As of October 31, 2019.

**Shareholders receive exposure to real assets and alternative investment strategies through certain underlying funds.

When we create each glide path, we take four key risk factors into account:

- **Capital/market** — Potential for loss
- **Inflation** — Possibility of losing purchasing power over time
- **Longevity** — Likelihood of outliving your savings
- **Shortfall** — Risk of not saving enough before retirement

As risk factors change, so do the asset allocations. It's that simple.



An approach at every stage

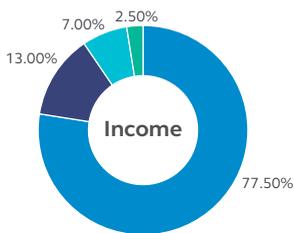
What's appropriate for an investor at age 65 may not make sense at age 85. That's why we study investor needs through retirement and make changes up to 15 years after the target date for retirement.

How could asset allocation change?

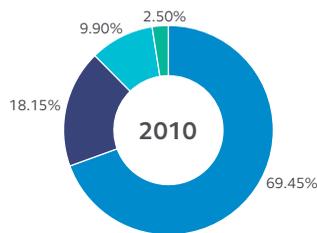
Each Principal LifeTime Hybrid CIT is broken into four asset categories: Fixed income, Real assets/other, U.S. equity and Non-U.S. equity.

How much is invested in each category adjusts as you approach the target date, which could be your retirement date. You may also choose a portfolio with a target date that does not match your intended retirement date. Compare the different portfolios to see how the asset allocation might shift:

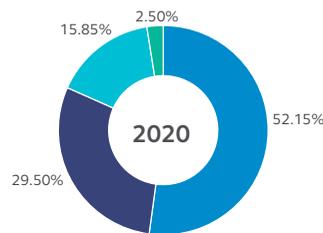
- Fixed income
- U.S. equity
- Non-U.S. equity
- Real assets/other



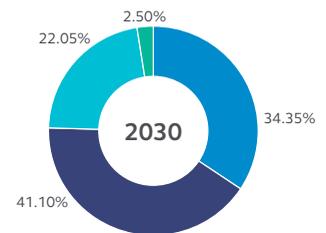
Participants may wish to consider this option if they're approximately 15 years beyond normal retirement age.



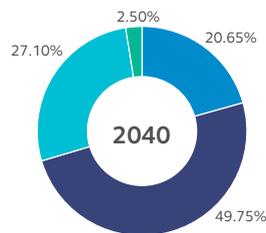
Participants may wish to consider this option if they retired between 2006 and 2015.



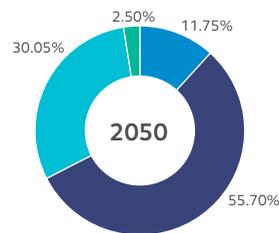
Participants may wish to consider this option if retiring between 2016 and 2025.



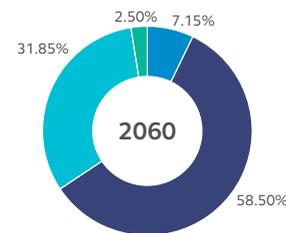
Participants may wish to consider this option if retiring between 2026 and 2035.



Participants may wish to consider this option if retiring between 2036 and 2045.



Participants may wish to consider this option if retiring between 2046 and 2055.



Participants may wish to consider this option if retiring beyond 2056.

Allocations are based on current targets as of October 31, 2019. They will change over time. Additional target date funds may be added to the Principal LifeTime Hybrid CITs series to accommodate plan participants with later normal retirement dates as they enter the workforce. For all portfolios in the series, the retirement age is assumed to be 65.

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

Multiple sub-advisors or underlying asset classes

BLACKROCK

ClearBridge
Investments

CREDIT SUISSE



MELLON

Principal®

PICTET
1805

Post
Advisory Group

SYMPHONY
from nuveen

About target date funds

Principal LifeTime Hybrid CITs may invest in various types of investments, including underlying Principal Funds, and each is managed toward a particular target (retirement) date, or the approximate date an investor starts withdrawing money. As each Principal LifeTime Hybrid CIT approaches its target date, the investment mix becomes more conservative by increasing exposure to generally more conservative investment options and reducing exposure to typically more aggressive investment options. The asset allocation for each Principal LifeTime Hybrid CIT is regularly readjusted within a time frame that extends 15 years beyond the target date, at which point it reaches its most conservative allocation. Principal LifeTime Hybrid CITs assume the value of an investor's account will be withdrawn gradually during retirement. Neither the principal nor the underlying assets of the Principal LifeTime Hybrid CITs are guaranteed at any time, including the target date. Investment risk remains at all times.



This document is intended to be educational in nature and is not intended to be taken as a recommendation. This material was prepared for general distribution and is not directed to a specific individual.

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

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

International and global investing involves greater risks such as currency fluctuations, political/social instability and differing accounting standards. These risks are magnified in emerging markets.

Investing involves risk, including possible loss of principal.

Asset allocation and diversification do not ensure a profit or protect against a loss. Additionally, there is no guarantee that a target date investment will provide adequate income at or through retirement.

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

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06/22/2020