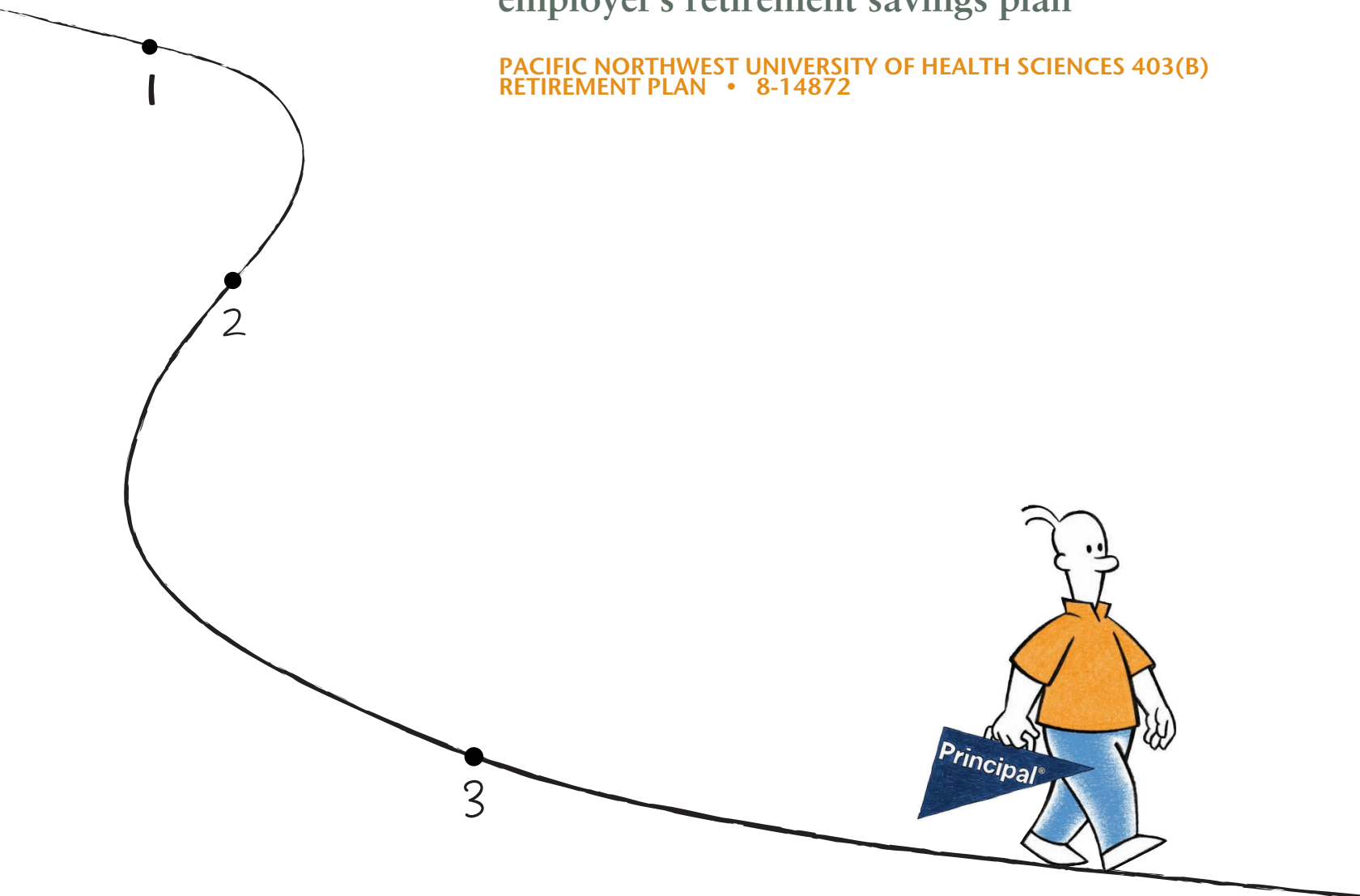


3 steps that could change your retirement

That's all it takes to enroll in your employer's retirement savings plan

PACIFIC NORTHWEST UNIVERSITY OF HEALTH SCIENCES 403(B) RETIREMENT PLAN • 8-14872



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05/25/2017

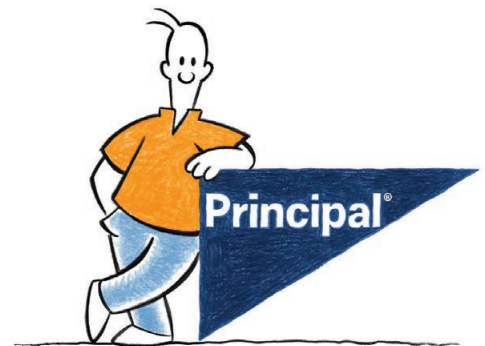
It's all about your future

Congratulations! Your employer's retirement plan includes an automatic contribution arrangement. Please refer to the notice provided by your plan sponsor for details.

1 Decide how much you need to save

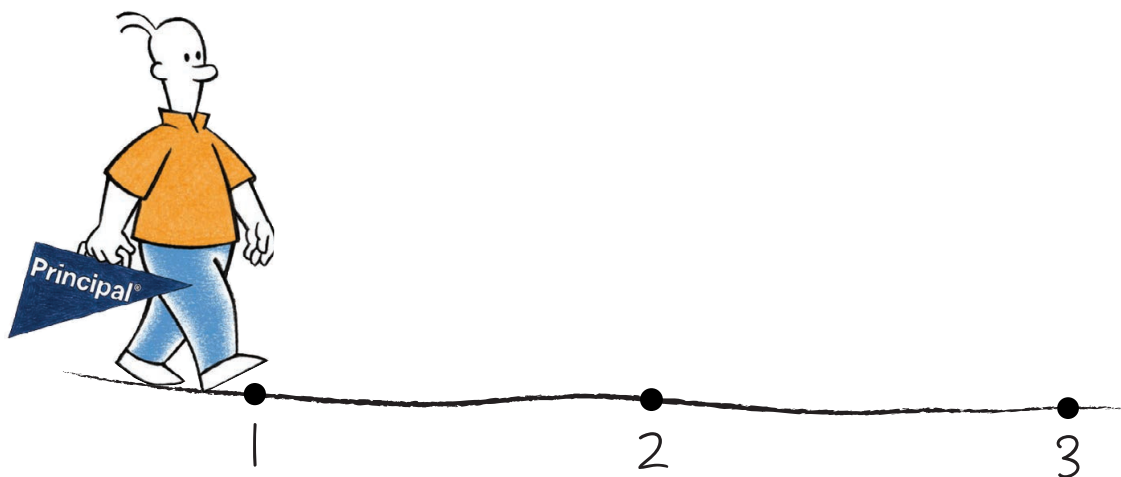
2 Choose the investment options

3 Start saving for your retirement



Contact us today to find out more.

 principal.com
 1-800-547-7754



1

Decide how much you need to save

The sooner you enroll in your employer's retirement savings plan, the sooner you start saving for your goals. In this section, we'll help you figure out how much you may need to save, but first there are some important things that you should know.

Start today!

It's more important than ever to save for retirement. Social Security benefits aren't likely to provide you with sufficient income when you stop working. That's where your employer's retirement savings plan comes in. It can help you save some of the extra funds you'll need. It can also provide additional benefits that you don't get from some other savings accounts, such as reducing your current taxable income.

Got a question? We're here to help!

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 1-800-547-7754

IMPORTANT ENROLLMENT INFORMATION

In Step 3 of this workbook, you will find enrollment instructions and/or an enrollment form.

- If there are enrollment instructions, you may complete your enrollment online at [principal.com](https://www.principal.com) or by calling 1-800-547-7754.
- If there is an enrollment form, you may follow the instructions throughout the workbook to complete the enrollment form.

See how easy it can be

to enroll in your employer’s retirement savings plan. Simply follow the steps in this workbook. You will be provided with information related to enrollment decisions you need to make starting in Step 1 with the percentage of your pay you want to contribute. Once you’ve enrolled, the contributions will be automatically deducted from your pay.

Compound earnings

Over time, contributions inside the retirement savings plan may grow because earnings are reinvested. Earnings can be generated on both your original contributions and the reinvested earnings. Generally, the longer retirement savings remain in the plan, the greater the compounding effect.

Benefit of tax-deferred savings

A retirement savings plan both helps to build savings for your future and can potentially reduce the amount of tax you pay today. This is because pre-tax contributions to a retirement plan are generally not subject to federal income tax until they are withdrawn.

You also defer taxation on any earnings from the pre-tax contributions held inside the plan until they are taken out. This can help retirement savings grow faster. Plus, making pre-tax contributions to the retirement plan can reduce your current taxable income for the year.

A cash distribution is also subject to a 10% federal penalty unless you are age 59½, age 55 or more when you separated from service.

HOW IT WORKS

| | 6% Contribution | No Contribution |
|---|-----------------|-----------------|
| Biweekly Pay | \$1,346.15 | \$1,346.15 |
| Contribution | \$80.77 | \$0 |
| Taxable Income | \$1,265.38 | \$1,346.15 |
| Taxes <small>(assuming 25% tax bracket)</small> | \$316.35 | \$336.54 |
| Take Home Pay | \$949.03 | \$1,009.61 |
| Tax Savings | \$20.19 | |

This chart assumes tax withholding of 25%. Individual taxpayer circumstances may vary. This is for illustrative purposes only.

The \$80.77 contribution only reduced the take home pay by \$60.58 (\$1,009.61 - \$949.03 = \$60.58).

WHY TIME IS MONEY

It’s important to start saving for retirement now. Consider the case of Diane and David, each age 35, who both earn a starting salary of \$35,000 and hope to retire at age 65.



DIANE

Diane gets off to an early start and begins to contribute 8 percent of her pay per year right away.

Total Contributions*
\$144,543

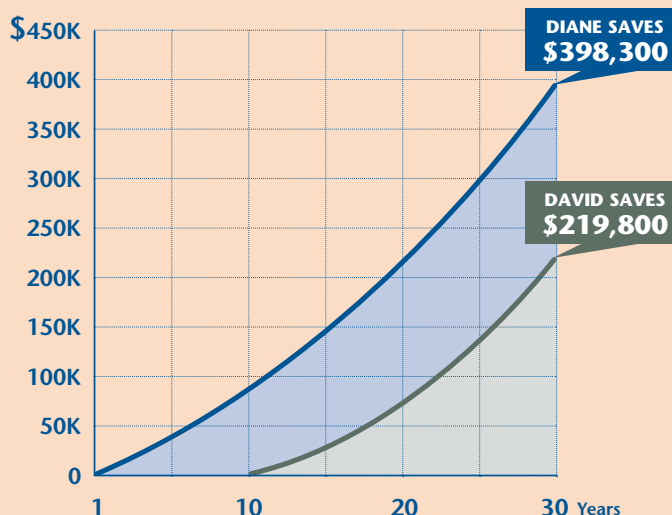


DAVID

David drags his heels and doesn’t start saving 8 percent of his pay until he has been employed for 10 years.

Total Contributions*
\$111,696

SAVINGS IN 30 YEARS



This chart assumes a 3.5% annual salary increase each year, an 8% salary deferral contribution and an annual 7% rate of return compounded biweekly. This example is for illustrative purposes only. The assumed rate of return is hypothetical and does not guarantee any future returns nor represent the return of any particular investment option. Amounts shown do not reflect the impact of taxes on pre-tax distributions. Individual taxpayer circumstances may vary.

*Total contributions include employee and employer match contributions.

By starting 10 years earlier, Diane’s retirement savings can end up being almost double those of David’s.

LESSON LEARNED: DON’T DELAY!

How much will you need?

The amount of income you'll need after you stop working depends upon a number of different factors such as your retirement goals and level of debt.

A little can mean a lot

The good news is that your employer's retirement savings plan makes it easier to save than you'd think. You pick an amount you want to save each pay period, and it's contributed to the retirement plan on your behalf. Chances are, for little more than the price of a few dinners out each month, you can start working toward your retirement savings goals.

Age 50 or above?

Boost your retirement contributions

If you're age 50 or over by the end of the calendar year, you can make catch-up contributions over specified limits within the IRS Code and the retirement plan, up to a certain dollar amount. For 2017, in addition to the standard annual maximum IRS limit of \$18,000, you can contribute an extra \$6,000. See your employer for details.

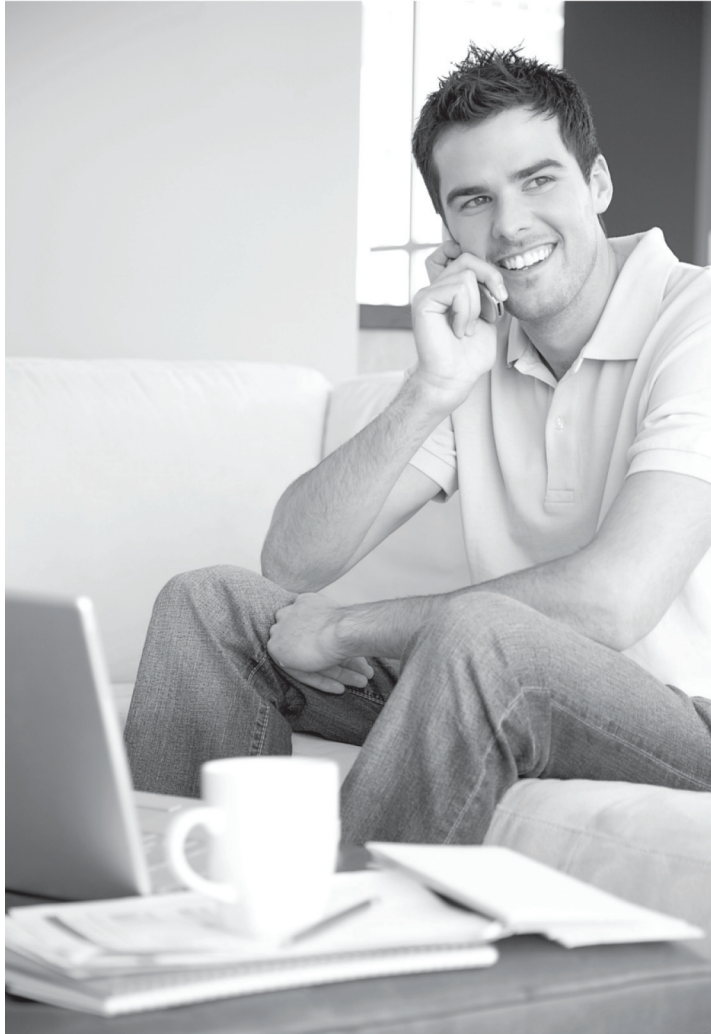
Roth Elective Contributions

If you already have significant pre-tax retirement savings and expect your retirement income to be higher than your current income, you may benefit by making Roth elective deferral contributions.

Unlike pre-tax retirement plan contributions, Roth elective contributions are made on an after-tax basis so they may be withdrawn tax free. Earnings on Roth elective contributions may also be withdrawn tax free after meeting the qualified distribution requirements.*

For more information, contact a retirement specialist at 1-800-547-7754.

*Withdrawals are generally tax free after a participant reaches 59½, disability, or death and must be taken at least five years after the first Roth elective contribution was made.



Got a question? We're here to help!

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WHERE SHOULD I START?

When deciding the percentage of your pay you want to save, you may wish to choose one of the following options:

1 THE AMOUNT YOU HAVE BEEN AUTOMATICALLY ENROLLED AT

Your employer's retirement plan includes an automatic contribution arrangement. Please refer to the notice provided by your plan sponsor for details.

2 AN AMOUNT TO HELP GENERATE THE INCOME YOU'LL NEED IN RETIREMENT

People may need to replace about 85 percent of their pre-retirement income each year to maintain their current lifestyle after they stop working.¹ To calculate the percentage of your current income to help you meet your goal, turn to the **Retirement Savings Worksheet** at the back of this workbook. Then, for quick reference, record this percentage on the line below.

Enter the percentage you calculated: _____%

3 THE ESTIMATED IMPACT ON YOUR TAKE-HOME PAY

A common misconception many people have is that they don't earn enough to start saving for their retirement. But the important thing to consider is to start saving at least a small percentage of your pay as soon as possible. If you can't afford to contribute as much as you'd like right away, don't worry. You can opt to increase the rate at which you save in the future. The table on the right shows some examples of how various contributions could impact a biweekly pay.

| Current Annual Salary | Reduction in Biweekly Pay | | | | |
|-----------------------|---------------------------|-------|-------|-------|-------|
| | 4% | 6% | 8% | 10% | 12% |
| \$20,000 | \$23 | \$35 | \$46 | \$58 | \$69 |
| \$30,000 | \$35 | \$52 | \$69 | \$87 | \$104 |
| \$40,000 | \$46 | \$69 | \$92 | \$115 | \$138 |
| \$60,000 | \$69 | \$104 | \$138 | \$173 | \$208 |
| \$80,000 | \$92 | \$138 | \$185 | \$231 | \$277 |
| \$100,000 | \$115 | \$173 | \$231 | \$288 | \$346 |

Participant is paid biweekly (26 times a year). This chart assumes tax withholding of 25%. Individual taxpayer circumstances may vary. Reduced take-home pay per pay period is accurate for the initial year and would change based on participant's annual pay. This is for illustrative purposes only.

Enter the estimated percentage you can afford to save: _____%

Need help? We have tools and resources that can help you determine an amount to save for retirement.

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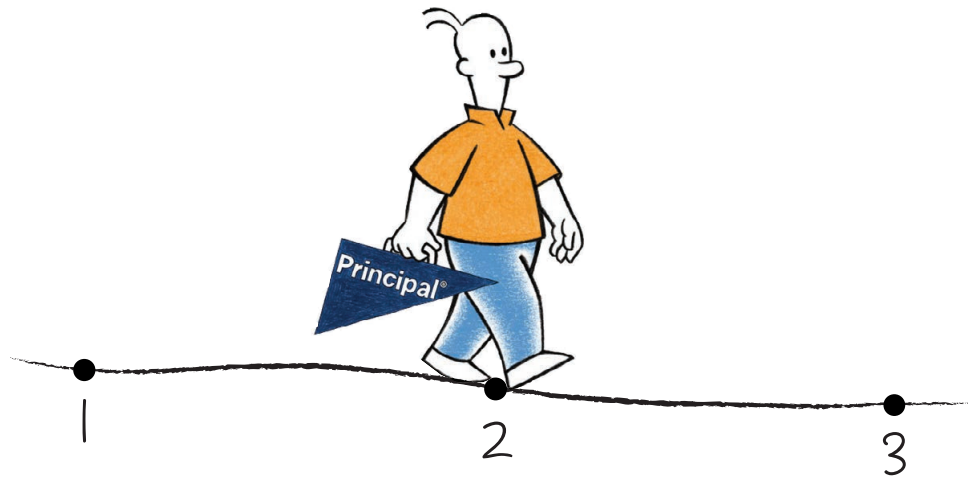
Write the percentage of your pay you wish to contribute on your enrollment form, or follow the enrollment instructions.



You may need to save at least 10 percent of your pay plus employer contributions over your entire working career to have enough income in retirement.¹ This assumes you may need about 85 percent of your pre-retirement income to maintain your current lifestyle after you retire.² Each individual's situation is unique, though, so your savings and post-retirement needs may differ.

¹Based on analysis conducted by the Principal Financial Group®, August 2013. The estimate assumes a 40-year span of accumulating savings and the following facts: retirement at age 65; a combined individual and plan sponsor contribution of 12 percent; Social Security providing 40 percent replacement of income; 7 percent annual rate of return; 2.5 percent annual inflation; and 3.5 percent annual wage growth over 40 years in the workforce. This estimate is based on a goal of replacing about 85 percent of salary. The assumed rate of return for the analysis is hypothetical and does not guarantee any future returns nor represent the return of any particular investment. Contributions do not take into account the impact of taxes on pre-tax distributions. Individual results will vary. Participants should regularly review their savings progress and post-retirement needs.

²Assuming pre-retirement annual gross income of \$40,000. Aon Consulting's 2008 Replacement Ratio Study™ <http://www.aon.com/about-aon/intellectual-capital/attachments/human-capital-consulting/RRStudy070308.pdf>



2 Choose the investment options

It's easier than you think! In this section, we'll provide you with access to information you need to help select investment options that are available through your employer's retirement plan.

What's your investment style?

Before selecting specific investment options, it's important to carefully consider how actively involved you want to be when it comes to managing the asset allocation of the retirement savings account.

Refer to the enrollment form or Investment Option Summary for information on specific investment options that can help meet your personal retirement savings goals.

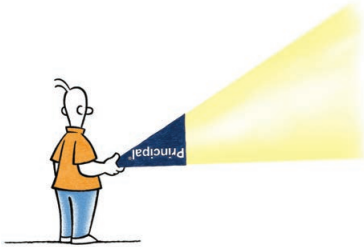
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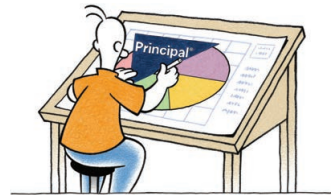
WHAT KIND OF INVESTOR ARE YOU?

Uncertain about which investment choices are right for you? This workbook contains information that can help you develop an investment strategy.



- You may want a faster way to start investing now.
- You want asset allocation assistance.

— OR —



- You prefer to build your own portfolio.
- You enjoy monitoring your own investment options.

Read the “Choose Your Own Asset Allocation” pages in the workbook to learn more about some of the key principles of investing.

You have the freedom to select from a wide range of investment choices. Refer to your enrollment form and Investment Option Summary for detailed information.

LEARN MORE ABOUT YOUR INVESTOR STYLE

Taking the quiz on the following page can help you choose an investment strategy that corresponds to your quiz results.*

*Please keep in mind that this information is a guideline and for educational purposes only. It isn't intended to tell you how to invest.

Determine your investor profile

Spreading your retirement plan contributions across different investment categories can help to balance your risk and potential return. Take the following quiz to help you choose a strategy suited to your personal situation. Check the boxes that most apply to you.

1 How would you respond to the following statement?
Protecting retirement savings from loss is more important to me than earning high returns.

- Strongly agree 0 points
- Agree..... 4 points
- Risk and return are equally important..... 7 points
- Disagree 10 points
- Strongly disagree..... 13 points

2 Which of the following statements best describes you?

- I feel most comfortable with investment options that earn consistent but lower returns year-to-year. I prefer to take as little risk as possible. 0 points
- I am willing to withstand some ups and downs in the value of my portfolio, but I prefer to be invested in less risky investment options that reduce the chance of large losses. 5 points
- I want high investment option returns and am willing to accept a moderate level of risk and the potential for occasional short-term losses. 9 points
- I want high investment option returns and am willing to accept a higher degree of risk over a longer period of time. This may result in more frequent swings in the value of my portfolio. 13 points

3 How much the value of a portfolio rises and falls is called volatility. Which of the following best describes how you feel about the amount of volatility you are willing to accept?

- Considerable — My main goal is to earn high returns over time, and I can accept periods of large losses to do so. 12 points
- Some — I would like to earn higher returns over time and can accept an occasional large downturn in the value of my portfolio. 6 points
- Little — I would rather have small returns than risk losing any retirement savings..... 0 points

4 How do you feel about the rate of inflation and the effect it may have on retirement income?

- I would like investment earnings to keep up with the rate of inflation, but I don't want to take chances losing retirement savings. 0 points
- While accepting a low level of risk, my main goal is to earn slightly more than inflation. 4 points
- My main goal is to increase the value of my retirement savings at a pace moderately greater than the rate of inflation. Therefore, I am willing to accept short-term losses associated with more moderate investment options. 8 points
- I want my retirement savings to earn significantly more than the rate of inflation over the long run even though there's a greater risk the investment options may lose value in the short- to intermediate-term. 12 points

5 The table below shows how much the value of \$20,000 contributed in retirement plan investment options may go up or down in value over three years. Which portfolio would make you feel the most comfortable?

| | Possible 3-Year Return | Possible 3-Year Loss | |
|---|-----------------------------------|------------------------------------|---------------|
| <input type="checkbox"/> Portfolio A | Gain of \$1,600 (8% of the value) | Loss of \$3,200 (16% of the value) |13 points |
| <input type="checkbox"/> Portfolio B | Gain of \$1,400 (7% of the value) | Loss of \$2,200 (11% of the value) |9 points |
| <input type="checkbox"/> Portfolio C | Gain of \$1,200 (6% of the value) | Loss of \$1,600 (8% of the value) |5 points |
| <input type="checkbox"/> Portfolio D | Gain of \$1,000 (5% of the value) | Loss of \$900 (4.5% of the value) |0 points |



6 If there is potential for higher returns, I am comfortable with investment options that may frequently experience large declines in value even if these frequent and large declines are experienced at an unexpected time, such as when I'm preparing to retire.

- Strongly disagree..... 0 points
- Disagree 4 points
- Agree..... 8 points
- Strongly agree 12 points

7 Sometimes investment losses are long term, and sometimes they are short-lived. How might you respond when you experience investment option losses?

- I would move all of the retirement savings to a more conservative investment option if they suffered substantial declines over a three-month time period..... 0 points
- Although declines in investment option value make me uncomfortable, I would wait nine months to a year before adjusting the investment strategy..... 6 points
- Even if the value of my retirement savings went down over several years, I would continue to follow my long-term investment strategy and not adjust my portfolio. 12 points

8 Suppose you invested \$5,000 this year with the intention of keeping the investment option for 10 years. If this investment option lost value during the first year, at what value of your initial \$5,000 investment would you sell and move to a more stable investment option?

- \$4,750 0 points
- \$4,500..... 4 points
- \$4,250..... 7 points
- \$4,000 or less 10 points
- I would not sell 13 points

NOW, ADD UP YOUR POINTS

Your total points determine your **Risk Tolerance Score.**

TOTAL POINTS

NEXT, DETERMINE YOUR YEARS TO RETIREMENT

Subtract your current age from the age you plan to be when you retire to determine your Years to Retirement.

Your expected retirement age*: _____

MINUS — Your current age: _____

EQUALS = Years to Retirement: _____

*Enter this number on the enrollment form or follow the enrollment instructions toward the back of the workbook.

Take note of the results of the quiz. The results can help you decide how to invest as you work your way through the workbook.

Please keep in mind that this information is just a guideline and for educational purposes — it isn't intended to tell you how to invest.

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

DO-IT-MYSELF INVESTMENT CHOICES

Choose Your Own Asset Allocation

Your employer's retirement savings plan enables you to control your own investment option elections. This section can provide some helpful background to get you started.

First, it's important to have a solid understanding of the key principles of investing. Among the most important concepts are risk, asset allocation and diversification. Here is a review of these principles with several asset allocation models to consider.

Risk

The first basic concept of investment decisions is risk. You should consider the following types of risk:

Investment risk, also called volatility, is the chance you take on how much an investment option will go up or down in value, especially over shorter periods of time. Every investment option involves some risk. While past performance is no guarantee of future results, greater returns have come from higher-risk investment options. On the other hand, lower-risk options generally produce lower rates of return.

Inflation risk is the risk that retirement savings may not keep up with the rate of inflation. This means over time, the same amount of retirement funds will purchase less in the future.

Asset allocation

Asset allocation is the practice of having a mix of different asset classes within an investment portfolio. The majority of the investment options in your employer's retirement savings plan fall into six asset classes that range from lower-risk to higher-risk: Short-Term Fixed Income, Fixed Income, Large U.S. Equity, Small/Mid U.S. Equity, Real Estate and International Equity. Generally, asset classes with lower levels of risk usually offer a lower potential for growth. Meanwhile, asset classes with higher levels of risk typically offer more potential for growth.



ASSET CLASS CATEGORIES

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.

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.

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.

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.

REAL ESTATE

This asset class is generally composed of investment options that may invest in direct property or use the pooled capital of many investors to invest in direct ownership of either income property or mortgage loans (also known as a Real Estate Investment Trust).

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.

These characteristics — potential risk and return — are taken into account when planning an appropriate asset allocation for individual investors. Through asset allocation, you generally can achieve an overall level of risk with which you are comfortable. That's because of diversification, one of the most important investment strategies.

Diversification

Diversification simply means spreading retirement plan contributions across different asset categories. With proper diversification, you may be able to get a return that will help you meet your goals while reducing potential risk.

Each type of investment option or asset class has its own risk and performance characteristics. Short-Term Fixed Income investment options typically are the least risky and may have lower long-term returns. International Equity, Real Estate and Small/Mid U.S. Equity investment options generally are considered riskier and may yield higher returns. Large U.S. Equity and Fixed Income investment options generally are in the middle of this range. Having a mix of investment options from a variety of asset classes can help you achieve your desired level of diversification. Also, spreading your contributions around helps minimize the potential risk that a single investment option might decrease the total value of the retirement plan account. However, no investment strategy such as asset allocation or diversification can guarantee a profit or protect against losses in periods of declining values.

How do I select investment options?

Start by taking the quiz in this workbook. Using the quiz results, find the box below where your Risk Tolerance Score (left column of the chart) intersects with your Years to Retirement (top row of the chart). Then, find the matching sample asset allocation model on the right. You can use the sample asset allocation models as a guide to help choose investments from the plan's investment lineup. But please keep in mind that this information is just a guideline and for educational purposes — it isn't intended to tell you how to invest. You should also consider other assets you have and any anticipated needs when directing plan contributions.

| | | Years to Retirement | | | |
|----------------------|-----------|---------------------|------------|-------------|-----------|
| | | 0-5 years | 6-10 years | 11-15 years | 16+ years |
| Risk Tolerance Score | 0 to 17 | I | I | I | I |
| | 18 to 41 | I | II | II | II |
| | 42 to 62 | II* | II | III | III |
| | 63 to 83 | II* | III | III | IV |
| | 84 to 100 | III* | III | IV | V |

*Investors 0-5 years away from retirement are assumed to remain invested for at least 5 years after retirement.

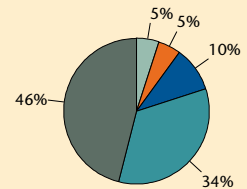
SAMPLE ASSET ALLOCATION MODELS

PROFILE I

Conservative Strategy

Asset mix: 80% fixed income, 20% equity investment options

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

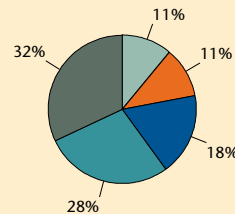


PROFILE II

Moderate Conservative Strategy

Asset mix: 60% fixed income, 40% equity investment options

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

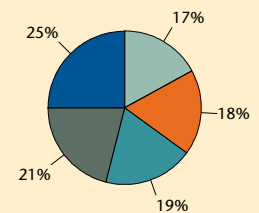


PROFILE III

Moderate Strategy

Asset mix: 60% equity, 40% fixed income investment options

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

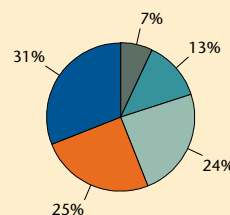


PROFILE IV

Moderate Aggressive Strategy

Asset mix: 80% equity, 20% fixed income investment options

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

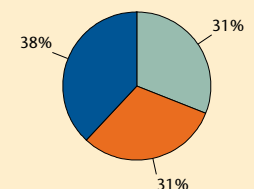


PROFILE V

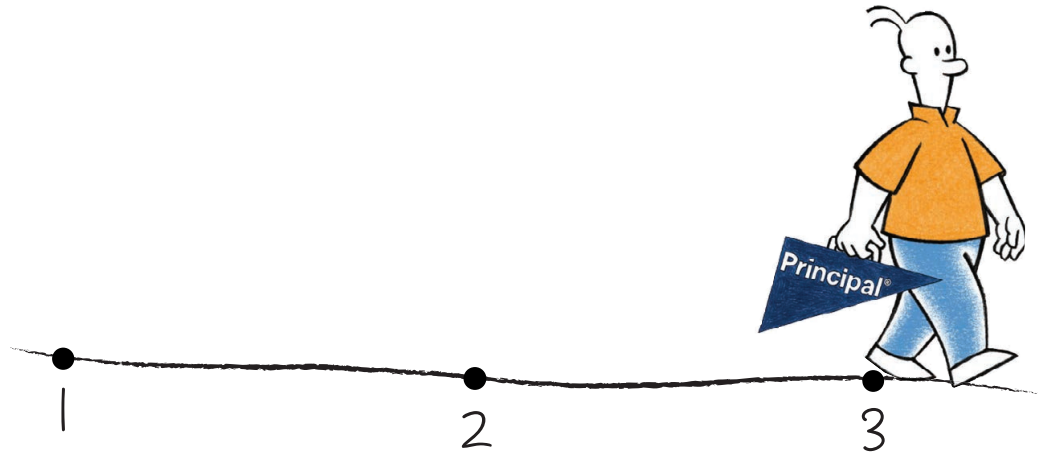
Aggressive Strategy

Asset mix: 100% equity investment options

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



No investment strategy, such as diversification or asset allocation, can guarantee a profit or protect against loss in periods of declining value.



3 Start saving for your retirement

In STEP 1, you determined the percentage of your pay you wish to start saving. In STEP 2, you decided on an investment strategy for retirement savings. Now you're ready to enroll.

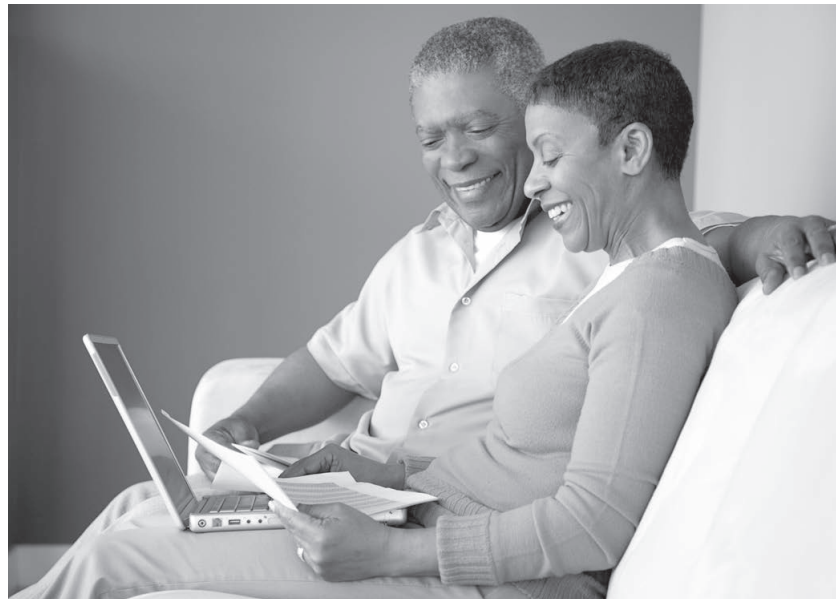
Help secure your future

As a participant of your employer's retirement savings plan, you may feel comfortable knowing you're taking a step toward a more secure financial future. Our goal is to make planning for your retirement an easier process. And when you're ready to retire, we have the products and experience to help meet your retirement needs.

In STEP 3, find out how the Principal Financial Group® can provide you with the ongoing support you need.

Got a question? We can help!

 [principal.com](https://www.principal.com)
 1-800-547-7754



Enrollment Instructions

Your employer's retirement plan includes an automatic contribution arrangement. Refer to the notice provided by your plan sponsor for details. If you have not reached your automatic enrollment effective date or you are not subject to the automatic contribution arrangement, visit **principal.com/enroll** to select a contribution amount and investment elections. The personalized enrollment process will help guide you through the decisions you need to make.

If you have already been automatically enrolled, follow these instructions to review current elections and make any changes.

Visit [Principal.com/NextSteps](https://principal.com/NextSteps)

- Create a username and password.
- Decide if the contribution and investment elections meet your needs or if you'd like to make changes.
- Designate a beneficiary.
- Learn about rollover options.
- Use tools and resources for personalized planning.



Call 1-800-547-7754

Use our automated system or speak to a retirement specialist.

OR

Retirement specialists are available Monday through Friday from 7 a.m. to 9 p.m. (CT).

Follow the prompts to establish account access.

Keep in touch

For help staying on track toward your retirement goals, keep in touch with The Principal.

Visit **principal.com**. Under **Account Login**, select **Personal** as the login type and click **Go**.



The retirement plan includes an automatic contribution arrangement. Please refer to the notice provided to you by your plan sponsor for details.

My Personal Information (please print with black ink)

Name (Last) _____ (First) _____ (MI) _____ Phone Number
(____)____ - _____

Street Address _____ Email Address _____

City _____ State _____ Zip _____ Country _____ Gender
 Male Female

Social Security Number _____ Date of Birth ____/____/____ Marital Status
 Single Married

Expected Retirement Age _____ Original Date of Employment ____/____/____

If you were rehired, Date of Termination Date of Rehire
complete these dates: ____/____/____ ____/____/____

NOTE: The email address you submit will be used for services provided by the Principal Financial Group®, unless otherwise elected. We will not provide your email to third parties. For more information, see your privacy policy at principal.com.

Rollover Funds

▶ Complete if you would like to consolidate retirement savings.

YES! Help me roll over retirement savings from a previous employer's retirement plan. Please call me at (____)____ - _____ to discuss my options. The best time to call is ____ a.m. ____ p.m. My estimated rollover balance is \$_____.

To learn about rollover opportunities now, call The Principal at 1-800-547-7754, Monday – Friday, 7 a.m. - 9 p.m. CT.

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

1 My Contributions^A

Enroll me! (pick one)

- I elect to contribute ____% (0% to 100%) or \$_____ of my current and future pay per pay period before taxes, and/or I elect to contribute ____% (0% to 100%) or \$_____ after taxes as Roth after-tax elective deferral contributions.
- I am already enrolled, but I want to change my contribution to ____% (0% to 100%) or \$_____ of my current and future pay per pay period as pre-tax contributions, and/or change my contribution to ____% (0% to 100%) or \$_____ of my current and future pay per pay period as Roth after-tax elective deferral contributions.
- I choose **not to contribute** to the retirement plan at this time.

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

2 My Investment Choices

Please elect **ONE OF THE TWO CHOICES** by checking the box(es) and completing the applicable information for your choice.
(If you are already enrolled and want to make changes to how future contributions are directed, visit principal.com or call 1-800-547-7754.)

CHOICE A: RetireView® Populated Models

To elect, log in to your account at principal.com. See the RetireView Populated Models and applicable investment at principal.com.

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

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

- ▶ **Automatic age adjustment.** As you get closer to retirement, the Populated Models automatically makes adjustments to the investment mix, typically getting more conservative. That's because you likely won't have as much time to regain any losses. You have the flexibility to opt out of this feature, if you prefer.
- ▶ **Rebalancing.** Some investment options may perform better over time and grow faster than others, causing your investment mix to differ from what you originally selected. Rebalancing helps keep your mix of investments in line. That schedule automatically defaults to quarterly rebalancing. You can choose to change your rebalancing frequency to annually or semiannually by logging in to your account at principal.com. RetireView® is an online experience, and you can elect your RetireView® Populated Models by logging in to your account at principal.com. To see how comfortable you are with risk take the Investor Profile Quiz at principal.com/investorprofilequiz. Then, based on the results, you can elect to allocate money according to a RetireView model. Or, if you feel that model doesn't fit you, you can choose one from the other 19 RetireView models that you think aligns more closely with you.

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

The risk tolerance models (models) are intended to be used as an additional information source for retirement plan participants making investment allocation decisions. Pursuant to the **Department of Labor Definition of Investment Education 29 C.F.R. §2510.3-21(b)(2)(iv)**, such models (taken alone or in conjunction with this document) do not constitute investment advice for purposes of the Employee Retirement Income Security Act (ERISA), and there is no agreement or understanding between Morningstar and us or any plan or plan fiduciary, or any participant who uses this Service, under which the latter receives information, recommendations or advice concerning investments that are to be used for any investment decisions relating to the plan. Accordingly, neither we nor Morningstar are a fiduciary with respect to your plan sponsor's plan for purposes of this Service, including the features of rebalancing and aging.

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

Morningstar Investment Management LLC is a registered investment adviser and subsidiary of Morningstar, Inc.

Morningstar Investment Management LLC is not an affiliate of any company of the Principal Financial Group.

CHOICE B: Choose your own asset allocation

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

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

My Investment Choices

NEW
CONTRIBUTIONS

| | | |
|--|-------|---|
| Fixed Income Guaranteed Option | _____ | % |
| Fixed Income | | |
| Robert W. Baird & Co. Inc | | |
| Baird Aggregate Bond Institutional Fund | _____ | % |
| Balanced/Asset Allocation | | |
| Capital Research and Mgmt Co | | |
| American Funds Target Date Retirement 2010 R6 Fund | _____ | % |
| American Funds Target Date Retirement 2015 R6 Fund | _____ | % |
| American Funds Target Date Retirement 2020 R6 Fund | _____ | % |
| American Funds Target Date Retirement 2025 R6 Fund | _____ | % |
| American Funds Target Date Retirement 2030 R6 Fund | _____ | % |
| American Funds Target Date Retirement 2035 R6 Fund | _____ | % |
| American Funds Target Date Retirement 2040 R6 Fund | _____ | % |
| American Funds Target Date Retirement 2045 R6 Fund | _____ | % |
| American Funds Target Date Retirement 2050 R6 Fund | _____ | % |
| American Funds Target Date Retirement 2055 R6 Fund | _____ | % |
| American Funds Target Date Retirement 2060 R6 Fund | _____ | % |
| Large U.S. Equity | | |
| BlackRock Advisors, LLC | | |
| BlackRock S&P 500 Index K Fund | _____ | % |
| Dimensional Fund Advisors | | |
| DFA US Large Cap Value I Fund | _____ | % |
| Legg Mason Institutional Funds | | |
| ClearBridge Large Cap Growth IS Fund | _____ | % |
| Neuberger Berman Mgmt. Inc. | | |
| Neuberger Berman Socially Responsive R6 Fund | _____ | % |
| Vanguard Group | | |
| Vanguard Growth & Income Adm Fund | _____ | % |
| Small/Mid U.S. Equity | | |
| BlackRock Advisors, LLC | | |
| BlackRock Small Cap Index K Fund | _____ | % |
| Cohen & Steers Mutual Funds | | |
| Cohen & Steers Real Estate Securities Z Fund | _____ | % |
| Fidelity Management & Research | | |
| Fidelity Mid Cap Index Premium Fund | _____ | % |
| JP Morgan Investment Mgmt Inc. | | |
| JP Morgan Small Cap Core R6 Fund | _____ | % |
| Janus | | |
| Janus Triton N Fund | _____ | % |
| MassMutual | | |
| MassMutual Select Mid Cap Growth Instl Fund | _____ | % |
| Wells Fargo Fund Management | | |
| Wells Fargo Special Mid Cap Value R6 Fund | _____ | % |
| Wells Fargo Special Small Cap Value R6 Fund | _____ | % |
| International Equity | | |
| Ivy Investment Management Co | | |
| Ivy International Core Equity N Fund | _____ | % |
| Other | | |

My Investment Choices

| | NEW CONTRIBUTIONS |
|--|-------------------|
| BlackRock Advisors, LLC BlackRock Health Sciences Opportunities K Fund | _____ % |
| Columbia Management Advisors Columbia Global Technology Growth Y Fund | _____ % |
| Vanguard Group Vanguard Energy Adm Fund | _____ % |
| TOTAL of all lines: | 100 % |

Your investment election will be effective when it is received in the Corporate Center of The Principal by the close of market. Forms received after the close of market will be processed on the next open market date. If no investment election is received, or contributions are received prior to your investment election, contributions will be directed according to the plan's default investment alternative(s): **American Funds Target Retirement Fund R6** based on your current age and the plan's normal retirement date.

▶ *If you've completed this section, move ahead to **My Signature!*** **3**

3 My Signature

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

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

Signature

Date

X _____

_____/_____/_____

Be sure you have completed all 3 STEPS.



Important Information

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

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

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

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

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

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Know your options:

What to do with your retirement savings¹

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

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

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

Retirement Savings Options

- Roll savings into an individual retirement account (IRA)
- Keep savings in your former employer's retirement plan
- Roll savings to your new employer's retirement plan
- Cash out savings and close the account

(May use a combination of these options)

Retirement Savings Options

Roll savings into an IRA

Advantages

- Maintains tax-deferred status of savings
- Continue to make contributions and save for retirement
- Combine other qualified plans or IRA savings into one account
- Offers greater control as it's your account and you make the decisions
- Offers broad range of investment options to fit needs as they change over time
- Protected from bankruptcy
- May have the services of a financial professional to help with investing and retirement planning
- Flexibility when setting up periodic or unscheduled withdrawals
- May help with planning and managing required minimum distributions at age 70½

Drawbacks

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

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

Keep savings in your former employer's plan

Advantages

- Maintains tax-deferred status of savings
- Keeps current investment choices
- Preserves any guaranteed interest rate
- Keeps ownership of company stock in the account where it may have certain tax benefits at withdrawal
- Fees in employer plan may be lower than similar individual accounts
- Plan fiduciary required to prudently monitor the cost and quality of the investments options

Drawbacks

- Changes made to the plan by your former employer will impact you (i.e., plan investments, fees, services, plan providers, plan termination)
- Investment choices limited to those offered through your former employer's retirement plan
- Subjects you to limitations of the plan, including income distribution provisions when you retire
- Account may be assessed fees for plan administration or other reasons

[Continued on next page](#)

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

Advantages

- IRS penalty-free withdrawals if you're at least 55 years old in the year you left your job
- Protected from creditors and bankruptcy
- Plan may provide access to planning tools, educational resources and phone helpline

Drawbacks

- Access to personalized investment advice or advice that takes into account your other assets or particular needs may not be available through the retirement plan
- No new contributions allowed

Check with your former employer's plan administrator to confirm plan details and requirements.

Roll savings to your new employer's plan – This is an option if you are joining a company that offers a retirement plan.

Advantages

- Maintains tax-deferred status of savings
- Continue to make contributions and save for retirement
- Combine other qualified plans or IRA savings into one account
- Fees in employer plan may be lower than similar individual accounts
- Plan fiduciary required to prudently monitor the cost and quality of the investments options
- IRS penalty-free withdrawals if you're at least 55 years old in the year you leave your new job*
- Protected from creditors and bankruptcy
- Plan may provide access to planning tools, educational resources and phone helpline
- Loan provisions may allow borrowing from the rolled over money
- No required minimum distribution at age 70½ from a current employer's plan is required, unless you are a 5% or more owner of the company

Drawbacks

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

Check with your former employer's plan administrator to confirm plan details and requirements.

Cash out savings and close the account

Advantages

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

Drawbacks

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

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

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

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

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

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

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Principal Life Insurance Company
Des Moines, IA 50306-9394

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

1. Personal Information (please print with black ink)

| | | | | |
|-------------|-------|-------|----------------------|-------------------------------|
| Name | | | Date of Birth | Social Security Number |
| | | | / / | - - |
| _____ | _____ | _____ | _____ | _____ |
| Last | First | MI | | |

Mailing Address

| | | | | |
|--------|-------|-------|-------|----------|
| _____ | _____ | _____ | _____ | _____ |
| Street | Apt | City | State | Zip Code |

| | | |
|--------------|--------------|---------------|
| _____ | _____ | _____ |
| Date of Hire | Phone Number | Email Address |
| / / | - - | |

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

2. Tell us about your rollover funds

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

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

3. Confirm rollover

By signing this form, I agree that...

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

If I don't make a different investment election prior to my rollover funds being received by Principal®, my funds will be invested based on my current investment election. If I do not have a current investment election on file my funds will directed to the plan's investment default alternative(s): American Funds Target Retirement Fund R6 based on your current age and the plan's normal retirement date.

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

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

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

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

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

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

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

My Signature

Date

X _____ / /

*You may roll over a distribution from a traditional IRA to a plan qualified under the Internal Revenue Code §401(a) or (b), an annuity, or a Governmental 457(b) plan to the extent that the distribution would be taxable if not rolled over. After-tax contributions in an IRA (including non-deductible contributions to a traditional IRA) may not be rolled over to one of these plans. Amounts rolled into a Governmental 457(b) plan other than another Governmental 457(b) plan are subject to an early withdrawal tax.

You may roll over a Roth account only into a plan that allows Roth contributions. Please check your *Summary Plan Description* or plan document before rolling over Roth accounts to make sure Roth contributions are available.

4. Plan sponsor authorization

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

5. Request the funds and contribution details

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

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

Contract/Plan ID Number 8-14872

Checks must be made payable to:

Principal Trust Company
FBO: <Your Name>
Contract/Plan ID Number 8-14872

Deposit breakdown between pre-tax
and after-tax contributions

Checks must be mailed to:

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

Wire transfer instructions:

ABA Number: 121000248
Account Number: 0837354943
FBO: <Your Name>
Contract/Plan ID Number 8-14872

Deposit breakdown between pre-tax
and after-tax contributions

6. Send completed form and rollover funds

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

Check enclosed

Mailing address for completed form and check:

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

Prior financial institution will send check/wire funds

Fax this completed and signed form to the number
below so we know your rollover funds are on the way:
1-866-704-3481

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

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

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

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

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

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PG4689-12 | 12/2016 | t16101808bq



You may designate your beneficiary either online at principal.com or by completing the below form. Follow these steps to name your beneficiary(ies): 1) Complete the Personal Information section. 2) Select one of the beneficiary choices (Choice A, Choice B, or Choice C). See Page 3 for more detailed instructions and examples. 3) Name your beneficiary(ies) on Page 2. 4) Sign the form at the bottom of Page 2. 5) Return the beneficiary form to Principal Life Insurance Company and keep a copy for your records.

Personal Information *(please print with black ink)*

| | | | |
|-------------|---------|-------|------------------------|
| Name (Last) | (First) | (MI) | Phone Number |
| _____ | _____ | _____ | (____) ____ - _____ |
| Address | | | Email Address |
| _____ | | | _____ |
| City | State | Zip | Social Security Number |
| _____ | _____ | _____ | _____ - _____ - _____ |

My Beneficiary Choices *(pick one)*

Choice A: Single Participant *(includes widowed, divorced or legally separated)*

I am not married and designate the individual(s) named on Page 2 of this form to receive death benefits from the plan. I understand if I marry, this designation is void one year after my marriage (some plans specify a shorter period).

Choice B: Married with Spouse as Sole Beneficiary *(spouse's signature is not required)*

I am married and designate my spouse named on Page 2 of this form to receive all death benefits from the plan/contract.

Choice C: Married with Spouse Not as Sole Primary Beneficiary *[Spouse's signature REQUIRED — review the Qualified Preretirement Survivor Annuity (QPSA) consent at the end of this form.]*

I am married and designate the individual(s) named on Page 2 of this form to receive death benefits in accordance with the plan provisions. Note: If you are married and do not name your spouse as the sole primary beneficiary, your spouse must sign the consent below. The signature must be witnessed by a plan representative or notary public. If you are younger than age 35, your spouse must again consent to this in writing at the start of the plan year in which you reach age 35 for this designation to remain effect.

Notice to spouse: In signing, you are also verifying that you have read the QPSA notice and consent on the last page of this form.

By checking this box, I agree only to the beneficiary designation on this form. My spouse cannot change the beneficiary without my consent.

| | |
|---|-----------------------|
| Spouse's Signature (must be witnessed by plan representative or notary public) | Date |
| X _____ | _____ / _____ / _____ |

| | | |
|---|---|-----------------------|
| The spouse appeared before me and signed the consent on: | Plan Representative or Notary Public Signature | Date |
| _____ / _____ / _____ | X _____ | _____ / _____ / _____ |

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

| | |
|---|-----------------------|
| I certify that spousal consent cannot be obtained because spouse cannot be located. | Date |
| Plan Representative Signature | _____ / _____ / _____ |
| X _____ | |

Naming My Beneficiary(ies)

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

| Name (primary beneficiary[ies]) | Date of Birth | Relationship | Social Security Number | Percent |
|---------------------------------|---------------|--------------|------------------------|-----------------------|
| _____ | ___/___/___ | _____ | ____-____-____ | _____ |
| Address _____ | _____ | City _____ | _____ | State _____ ZIP _____ |

| Name (primary beneficiary[ies]) | Date of Birth | Relationship | Social Security Number | Percent |
|---------------------------------|---------------|--------------|------------------------|-----------------------|
| _____ | ___/___/___ | _____ | ____-____-____ | _____ |
| Address _____ | _____ | City _____ | _____ | State _____ ZIP _____ |

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

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

| Name (contingent beneficiary[ies]) | Date of Birth | Relationship | Social Security Number | Percent |
|------------------------------------|---------------|--------------|------------------------|-----------------------|
| _____ | ___/___/___ | _____ | ____-____-____ | _____ |
| Address _____ | _____ | City _____ | _____ | State _____ ZIP _____ |

| Name (contingent beneficiary[ies]) | Date of Birth | Relationship | Social Security Number | Percent |
|------------------------------------|---------------|--------------|------------------------|-----------------------|
| _____ | ___/___/___ | _____ | ____-____-____ | _____ |
| Address _____ | _____ | City _____ | _____ | State _____ ZIP _____ |

Name Change

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

Reason: Married Divorce Other - provide reason: _____

My Signature

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

My Signature (Required) _____ Date _____/_____/_____

X UNDER THE PENALTIES OF PERJURY, I certify by my signature that all of the information on this beneficiary designation form is true, current and complete.

Instructions

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

Use Choice A If you are not married.

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

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

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

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

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

Examples of Naming Beneficiaries

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

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

Qualified Preretirement Survivor Annuity (QPSA) Notice

If your spouse has a vested account in a retirement plan, federal law requires that you receive a special death benefit if your spouse dies before beginning to receive retirement benefits (or, if earlier, before the beginning of the period for which the retirement benefits are paid).

If you have been married to your spouse for at least one year (some plans may specify a shorter time period), you have the right to receive this payment for your life beginning after your spouse dies. The special death benefit is often called a qualified preretirement survivor annuity (QPSA). This death benefit will automatically be paid in a lump sum rather than as a QPSA if the value of the death benefit is \$5,000* or less.

If the lump-sum value of the death benefit is greater than \$5,000, the death benefit will be paid in the form of a QPSA. Other options may be available. The actual amount of the QPSA benefit will vary depending on the vested account balance, your age and the cost to purchase the benefit.

Your right to the QPSA benefit provided by federal law cannot be taken away unless you agree to give up that benefit. If you agree, your spouse can choose to have all or part of the death benefits paid to someone else. The person your spouse chooses to receive the death benefit is usually called the beneficiary. As an example, if you agree, your spouse can have the death benefit paid to his or her children instead of you.

Example: Pat and Robin Doe agree that Robin will not receive the QPSA benefit. Pat and Robin also decide that half of the death benefit that is paid from Pat's vested account will be paid to Robin, and half of the death benefit will be paid to Pat and Robin's child, Chris. The total death benefit is \$200 per month. After Pat dies, the plan will pay \$100 a month to Robin for the rest of Robin's life. Chris will also receive payments from the plan as long as he lives. Chris will receive less than \$100 a month because Chris, being younger than Robin, is expected to receive payments over a longer period.

Your choice to give up the QPSA benefit must be voluntary. It is your personal decision if you want to give up the right. If you sign this agreement, your spouse can choose the beneficiary who will receive the death benefit without telling you and without getting your agreement. Your spouse can change the beneficiary at any time before he or she begins receiving benefits or dies. You have the right to agree to allow your spouse to select only a particular beneficiary. If you want to allow your spouse to select only a particular beneficiary, check the box in Choice C under My Beneficiary Choices section, which will limit the beneficiary choice to the one designated on this form.

You can agree to give up all or part of the QPSA benefit. If you do so, the plan will pay you the part of the benefit you did not give up, and pay the remaining part of the benefit to the person or persons selected by your spouse.

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

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

QPSA Spousal Consent and Agreement

I understand that I have a right to a QPSA benefit from my spouse's retirement account (see prior section for explanation of QPSA benefit) if my spouse dies prior to receiving retirement benefits — or if earlier, before the beginning of the period for which the retirement benefits are paid. I also understand that if the value of the QPSA benefit is \$5,000* or less, the plan will pay the benefit to me in one lump-sum payment.

I agree to give up my right to the QPSA death benefit and to allow my spouse to choose another beneficiary to receive some or all of that benefit. I understand that by signing this agreement, my spouse can choose any beneficiary without telling me and without my consent agreement unless I limit my spouse's choice to the particular beneficiary by checking the appropriate box in the My Beneficiary Choices section of this form. If I do not check this box, I understand that my spouse can change the beneficiary at any time before retirement benefits begin without telling me and without getting my approval.

I understand I do not have to sign this agreement. I am signing this agreement voluntarily. If I do not sign this agreement, I will receive the QPSA benefit if my spouse dies before beginning to receive retirement benefits — or, if earlier, before the beginning of the period for which the retirement benefits are paid. I understand that if the value of the QPSA benefit is \$5,000* or less, the plan will pay the benefit to me in one lump-sum payment.

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

* Your plan can specify a lower dollar amount.

PACIFIC NORTHWEST UNIVERSITY OF HEALTH SCIENCES 403(B) RETIREMENT PLAN

ERISA 404 Retirement Plan and Investment Information

05/25/2017

Contract/Plan ID Number 8-14872

This document uses these defined words and phrases:

Plan means **PACIFIC NORTHWEST UNIVERSITY OF HEALTH SCIENCES 403(B) RETIREMENT PLAN.**

Plan Fiduciary means the individual(s) holding authority over the operation and administration of the Plan and its retirement funds. The Plan Sponsor is typically the Plan Fiduciary. Contact the Plan Administrator for further details.

Plan Sponsor means **PACIFIC NORTHWEST UNIVERSITY OF HEALTH SCIENCES.**

You means the Plan participant or beneficiary.

Plan Administrator is a Plan Fiduciary that has authority over operation and administration of the Plan. You should contact the Plan Administrator if you have any questions about the investment options under the Plan or if you would like paper copies of additional investment information that is available online at principal.com.

The Plan Administrator is:

PACIFIC NORTHWEST UNIVERSITY OF HEALTH SCIENCES
111 UNIVERSITY PKWY
STE 202
YAKIMA, WA 98901
509-452-5100

Information about ERISA Section 404(c)

The Employee Retirement Income Security Act (ERISA) provides rules about the investment of retirement funds. The Plan Sponsor chose to qualify the Plan as an ERISA 404(c) plan and intends to comply with ERISA Section 404(c) requirements by providing information for you to make informed investment decisions and by letting you:

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

This means the Plan Fiduciary should not be liable for any investment losses that result from a participant's investment control.

How does this affect you?

The Plan Fiduciary makes certain investment options available under the Plan. You decide which of those options works best for you according to your age and circumstances. This means that you are responsible for directing the investment in the account the Plan holds for your benefit (your account).

Directing or Transferring Between Investment Options

You can direct or transfer retirement funds between the different investment options at least quarterly. The Plan may allow for more frequent transfers. To transfer retirement funds, you can call the automated phone system of the Principal Financial Group® at 1-800-547-7754 or log in to your account at principal.com.

A description of the exercise of voting, tender and similar rights for an investment alternative and any restrictions on these rights is located in the relevant plan document or trustee powers section of the trust agreement. Contact the Plan Administrator to obtain the plan document or the trust agreement, if applicable.

Fees and Expenses

An annual Plan administrative expense of 0.54 percent applies to each participant's account balance. One twelfth of this annual amount will be charged on a monthly basis. The dollar amount of the expense can be found by logging in to the secure website at principal.com and on participant statements. Plan administrative expenses typically include items such as recordkeeping, participant website access, participant statements, Plan compliance services and financial professional services.

From time to time, Plan expenses may be incurred in the course of normal Plan operation for Plan services such as legal, auditing, third-party administration, consulting, investment advice to the Plan, etc. If allowed by the Plan document, the Plan Fiduciary may direct that these expenses be paid by the Plan. The Plan Fiduciary determines how these expenses are allocated among participants at the time the expenses are paid. These expenses are typically allocated based on participant account balance but may be allocated by dividing the total expense to be deducted by the total number of participants in the Plan. If such expenses are charged to participant accounts, the dollar amount of such expenses will be disclosed on the secure principal.com website and on participant statements (if applicable) for the quarter in which they are paid.

The following participant-level services have additional fees. These participant transaction fees will be charged to your account balance for the services you elect to use. Participant transaction fees for the Plan include:

- Distribution fee: \$40.00
- Loan Maintenance fee: \$12.00 per quarter
- Loan Setup fee: \$50.00
- Qualified Domestic Relations Order processing fee: \$350.00 for each Domestic Relations Order processed. The fee is divided equally between the participant and the alternate payee involved unless specified differently within the Domestic Relations Order or the Plan's Administrative Procedures.

An annual \$40.00 fee (collected quarterly) will apply to new Installment elections, if available under the plan. Fees will be deducted from the participant's account, unless you have established another collection method.

Due to the transition of the Plan to Principal Financial Group the participant transaction fees may be different than those charged by the Plan's previous service provider. These fees have been approved by the Plan Fiduciary.

The Plan Administrator can provide the following additional information in paper form, without charge and upon request:

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

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

How your quarterly statements will be delivered

This notice is to inform you that statements are provided through The Principal Retirement Service Center® at www.principal.com. The benefit statement includes any fees deducted on your retirement account and is being delivered electronically based on your continuous access to the website. You have the right to request and receive, free of charge, a paper statement. If you wish to receive a paper benefit statement, please call 1-800-547-7754, 7 am – 9 pm (Monday – Friday) Central Time.

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

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

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

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

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

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

| Asset Class: Fixed Income | | | | | | | | | | | |
|---|---------------------------------------|----------------|--------|--|---------|--------------|------------------------------------|------------------------------------|---------|--------------|-------------|
| This asset class is generally composed of investment options that invest in bonds, or debt of a company or government entity (including U.S. and Non-U.S.). It may also include real estate investment options that directly own property. These investment options typically carry more risk than short-term fixed income investment options (including, for real estate investment options, liquidity risk), but less overall risk than equities. All investment options in this category have the potential to lose value. | | | | | | | | | | | |
| Investment Category: Intermediate-Term Bond | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : Robert W. Baird & Co. Inc | | | | | | | | | | | |
| Investment Option Name | Average Annual Total Return | | | | | | | | | | |
| Baird Aggregate Bond Institutional Fund ^{8,15} | <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | |
| | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date |
| | 1.04 | 1.52 | 3.18 | 3.35 | 4.65 | 5.50 | 3.52 | 3.47 | 4.71 | 5.52 | 9/2000 |
| Benchmark: Bloomberg Barclays Aggregate Bond Index | 0.82 | 0.44 | 2.68 | 2.34 | 4.27 | - | 2.65 | 2.23 | 4.34 | - | - |
| Description: The investment seeks an annual rate of total return, before fund expenses, greater than the annual rate of total return of the Barclays U.S. Aggregate Bond Index. The fund normally invests at least 80% of its net assets in the following types of U.S. dollar-denominated debt obligations: U.S. government and other public-sector entities; asset-backed and mortgage-backed obligations of U.S. and foreign issuers; corporate debt of U.S. and foreign issuers. It only invests in debt obligations rated investment grade at the time of purchase by at least one major rating agency or, if unrated, determined by Robert W. Baird & Co. Incorporated to be investment grade. | | | | | | | | | | | |
| Composition (% of Assets) as of 12/31/2016 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | |
| Cash | 2.42 | Non-U.S. Bonds | 14.30 | Total Inv Exp Net % | | | 0.30 | | | - | |
| Convertibles | 0.13 | Preferred | 0.03 | Contractual Cap Expiration Date | | | N/A | | | | |
| U.S. Bonds | 83.12 | | | Waiver Expiration Date | | | N/A | | | | |
| | | | | Total Inv Exp Gross % | | | 0.30 | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | | | \$3.00 | | | | |
| | | | | Redemption Fee | | | - | | | | |

| Asset Class: 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 : Capital Research and Mgmt Co | | | | | | | | | | | | |
| Investment Option Name | Average Annual Total Return | | | | | | | | | | | |
| American Funds Target Date Retirement 2010 R6 Fund ^{6,7,15} | <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | | |
| | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date | |
| | 3.24 | 7.84 | 4.83 | 6.76 | 4.84 | 9.11 | 7.45 | 7.19 | - | 8.96 | 7/2009 | |
| Benchmark: Morningstar Lifetime Moderate 2010 Index | 2.74 | 6.80 | 3.52 | 5.07 | 5.17 | - | 6.64 | 5.83 | 5.10 | 7.93 | - | |
| Description: The investment seeks growth, income and conservation of capital. The adviser will attempt to achieve the fund's investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories such as growth-and-income funds, equity-income funds and a balanced fund and bond funds. Equity-income and balanced funds generally strive for income and growth through stocks and/or bond investments, while bond funds seek current income through bond investments. | | | | | | | | | | | | |
| Composition (% of Assets) as of 12/31/2016 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | | |
| Cash | 2.96 | U.S. Stocks | 30.70 | Total Inv Exp Net % | | 0.35 | | - | | | | |
| Non-U.S. Stocks | 12.03 | Non-U.S. Bonds | 8.19 | Contractual Cap Expiration Date | | N/A | | | | | | |
| Convertibles | 0.01 | Preferred | 0.29 | Waiver Expiration Date | | N/A | | | | | | |
| U.S. Bonds | 44.21 | Other | 1.61 | Total Inv Exp Gross % | | 0.35 | | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | | \$3.50 | | | | | | |
| | | | | Redemption Fee | | - | | | | | | |
| Investment Category: Target-Date 2015 | | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : Capital Research and Mgmt Co | | | | | | | | | | | | |
| Investment Option Name | Average Annual Total Return | | | | | | | | | | | |
| American Funds Target Date Retirement 2015 R6 Fund ^{6,7,15} | <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | | |
| | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date | |
| | 3.44 | 8.32 | 5.03 | 7.40 | 5.11 | 9.67 | 7.55 | 8.04 | - | 9.51 | 7/2009 | |
| Benchmark: Morningstar Lifetime Moderate 2015 Index | 3.03 | 7.56 | 3.80 | 5.62 | 5.25 | - | 7.10 | 6.48 | 5.16 | 8.64 | - | |
| Description: The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in bond, equity income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories such as growth funds, growth-and-income funds, equity-income funds and a balanced fund and bond funds. The fund categories represent differing investment objectives. | | | | | | | | | | | | |
| Composition (% of Assets) as of 12/31/2016 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | | |
| Cash | 3.11 | U.S. Stocks | 32.39 | Total Inv Exp Net % | | 0.35 | | - | | | | |
| Non-U.S. Stocks | 12.38 | Non-U.S. Bonds | 7.65 | Contractual Cap Expiration Date | | N/A | | | | | | |
| Convertibles | 0.01 | Preferred | 0.28 | Waiver Expiration Date | | N/A | | | | | | |
| U.S. Bonds | 42.43 | Other | 1.73 | Total Inv Exp Gross % | | 0.35 | | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | | \$3.50 | | | | | | |
| | | | | Redemption Fee | | - | | | | | | |
| Investment Category: Target-Date 2020 | | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : Capital Research and Mgmt Co | | | | | | | | | | | | |
| Investment Option Name | Average Annual Total Return | | | | | | | | | | | |
| American Funds Target Date Retirement 2020 R6 Fund ^{6,7,15} | <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | | |
| | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date | |
| | 4.01 | 8.98 | 5.37 | 8.21 | 5.31 | 10.48 | 7.05 | 8.95 | - | 10.27 | 7/2009 | |
| Benchmark: Morningstar Lifetime Moderate 2020 Index | 3.39 | 8.60 | 4.13 | 6.30 | 5.29 | - | 7.66 | 7.29 | 5.18 | 9.49 | - | |
| Description: The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in bond, equity income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories such as growth funds, growth-and-income funds, equity-income funds and a balanced fund and bond funds. The fund categories represent differing investment objectives. | | | | | | | | | | | | |
| Composition (% of Assets) as of 12/31/2016 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | | |
| Cash | 3.37 | U.S. Stocks | 35.45 | Total Inv Exp Net % | | 0.37 | | - | | | | |
| Non-U.S. Stocks | 14.85 | Non-U.S. Bonds | 7.01 | Contractual Cap Expiration Date | | N/A | | | | | | |
| Convertibles | 0.01 | Preferred | 0.24 | Waiver Expiration Date | | N/A | | | | | | |
| U.S. Bonds | 37.07 | Other | 2.00 | Total Inv Exp Gross % | | 0.37 | | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | | \$3.70 | | | | | | |
| | | | | Redemption Fee | | - | | | | | | |

| | | | | | | | | | | | | | |
|--|-------|----------------|---------------------------------------|--|--------|--------|---------|---|--------|--------|---------|--------------|-------------|
| Asset Class: Balanced/Asset Allocation | | | | | | | | | | | | | |
| This asset class is generally composed of a combination of fixed income and equity investment options. These investment options may include balanced, asset allocation, target-date, and target-risk investment options. Although typically lower risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value. | | | | | | | | | | | | | |
| Investment Category: Target-Date 2025 | | | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : Capital Research and Mgmt Co | | | | | | | | | | | | | |
| Investment Option Name | | | Average Annual Total Return | | | | | | | | | | |
| American Funds Target Date Retirement 2025 R6 Fund ^{6,7,15} | | | <i>(as of 03/31/2017 quarter end)</i> | | | | | <i>(as of 12/31/2016 year end)</i> | | | | | |
| | | | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date |
| | | | 4.66 | 10.37 | 5.71 | 9.36 | 5.88 | 11.62 | 7.36 | 10.40 | - | 11.34 | 7/2009 |
| Benchmark: Morningstar Lifetime Moderate 2025 Index | | | 3.87 | 10.09 | 4.53 | 7.15 | 5.38 | - | 8.39 | 8.27 | 5.22 | 10.42 | - |
| Description: The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in bond, equity income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories such as growth funds, growth-and-income funds, equity-income funds and a balanced fund and bond funds. The fund categories represent differing investment objectives. | | | | | | | | | | | | | |
| Composition (% of Assets) as of 12/31/2016 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | | | |
| Cash | 3.47 | U.S. Stocks | 40.45 | Total Inv Exp Net % | | | | 0.39 | | | | - | |
| Non-U.S. Stocks | 18.89 | Non-U.S. Bonds | 5.98 | Contractual Cap Expiration Date | | | | N/A | | | | | |
| Convertibles | 0.01 | Preferred | 0.24 | Waiver Expiration Date | | | | N/A | | | | | |
| U.S. Bonds | 28.66 | Other | 2.30 | Total Inv Exp Gross % | | | | 0.39 | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | | | | \$3.90 | | | | | |
| | | | | Redemption Fee | | | | - | | | | | |
| Investment Category: Target-Date 2030 | | | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : Capital Research and Mgmt Co | | | | | | | | | | | | | |
| Investment Option Name | | | Average Annual Total Return | | | | | | | | | | |
| American Funds Target Date Retirement 2030 R6 Fund ^{6,7,15} | | | <i>(as of 03/31/2017 quarter end)</i> | | | | | <i>(as of 12/31/2016 year end)</i> | | | | | |
| | | | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date |
| | | | 5.58 | 12.51 | 6.38 | 10.13 | 6.34 | 12.30 | 7.71 | 11.14 | - | 11.92 | 7/2009 |
| Benchmark: Morningstar Lifetime Moderate 2030 Index | | | 4.46 | 11.95 | 4.93 | 8.00 | 5.52 | - | 9.26 | 9.20 | 5.31 | 11.20 | - |
| Description: The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in bond, equity income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories such as growth funds, growth-and-income funds, equity-income funds and a balanced fund and bond funds. The fund categories represent differing investment objectives. | | | | | | | | | | | | | |
| Composition (% of Assets) as of 12/31/2016 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | | | |
| Cash | 3.69 | U.S. Stocks | 46.99 | Total Inv Exp Net % | | | | 0.41 | | | | - | |
| Non-U.S. Stocks | 23.99 | Non-U.S. Bonds | 3.43 | Contractual Cap Expiration Date | | | | N/A | | | | | |
| Convertibles | 0.01 | Preferred | 0.28 | Waiver Expiration Date | | | | N/A | | | | | |
| U.S. Bonds | 18.89 | Other | 2.73 | Total Inv Exp Gross % | | | | 0.41 | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | | | | \$4.10 | | | | | |
| | | | | Redemption Fee | | | | - | | | | | |
| Investment Category: Target-Date 2035 | | | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : Capital Research and Mgmt Co | | | | | | | | | | | | | |
| Investment Option Name | | | Average Annual Total Return | | | | | | | | | | |
| American Funds Target Date Retirement 2035 R6 Fund ^{6,7,15} | | | <i>(as of 03/31/2017 quarter end)</i> | | | | | <i>(as of 12/31/2016 year end)</i> | | | | | |
| | | | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date |
| | | | 6.26 | 14.01 | 6.73 | 10.43 | 6.44 | 12.49 | 8.00 | 11.31 | - | 12.02 | 7/2009 |
| Benchmark: Morningstar Lifetime Moderate 2035 Index | | | 5.00 | 13.71 | 5.23 | 8.61 | 5.66 | - | 10.07 | 9.82 | 5.41 | 11.67 | - |
| Description: The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in bond, equity income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories such as growth funds, growth-and-income funds, equity-income funds and a balanced fund and bond funds. The fund categories represent differing investment objectives. | | | | | | | | | | | | | |
| Composition (% of Assets) as of 12/31/2016 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | | | |
| Cash | 3.83 | U.S. Stocks | 51.55 | Total Inv Exp Net % | | | | 0.42 | | | | - | |
| Non-U.S. Stocks | 27.47 | Non-U.S. Bonds | 1.96 | Contractual Cap Expiration Date | | | | N/A | | | | | |
| Convertibles | 0.01 | Preferred | 0.31 | Waiver Expiration Date | | | | N/A | | | | | |
| U.S. Bonds | 11.79 | Other | 3.08 | Total Inv Exp Gross % | | | | 0.42 | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | | | | \$4.20 | | | | | |
| | | | | 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 2040 | | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : Capital Research and Mgmt Co | | | | | | | | | | | | |
| Investment Option Name | Average Annual Total Return | | | | | | | | | | | |
| American Funds Target Date Retirement 2040 R6 Fund ^{6,7,15} | <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | | |
| | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date | |
| | 6.46 | 14.51 | 6.84 | 10.59 | 6.54 | 11.54 | 8.17 | 11.46 | - | 11.00 | 7/2009 | |
| Benchmark: Morningstar Lifetime Moderate 2040 Index | 5.37 | 14.90 | 5.36 | 8.88 | 5.74 | - | 10.61 | 10.06 | 5.45 | 10.48 | - | |
| Description: The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in bond, equity income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories such as growth funds, growth-and-income funds, equity-income funds and a balanced fund and bond funds. The fund categories represent differing investment objectives. | | | | | | | | | | | | |
| Composition (% of Assets) as of 12/31/2016 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | | |
| Cash | 3.86 | U.S. Stocks | 52.99 | Total Inv Exp Net % | | 0.43 | | - | | | | |
| Non-U.S. Stocks | 28.45 | Non-U.S. Bonds | 1.77 | Contractual Cap Expiration Date | | N/A | | | | | | |
| Convertibles | 0.01 | Preferred | 0.31 | Waiver Expiration Date | | N/A | | | | | | |
| U.S. Bonds | 9.42 | Other | 3.19 | Total Inv Exp Gross % | | 0.43 | | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | | \$4.30 | | | | | | |
| | | | | Redemption Fee | | - | | | | | | |
| Investment Category: Target-Date 2045 | | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : Capital Research and Mgmt Co | | | | | | | | | | | | |
| Investment Option Name | Average Annual Total Return | | | | | | | | | | | |
| American Funds Target Date Retirement 2045 R6 Fund ^{6,7,15} | <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | | |
| | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date | |
| | 6.63 | 14.89 | 6.99 | 10.67 | 6.56 | 12.67 | 8.27 | 11.51 | - | 12.15 | 7/2009 | |
| Benchmark: Morningstar Lifetime Moderate 2045 Index | 5.54 | 15.40 | 5.34 | 8.87 | 5.71 | - | 10.84 | 10.03 | 5.41 | 11.79 | - | |
| Description: The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in bond, equity income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories such as growth funds, growth-and-income funds, equity-income funds and a balanced fund and bond funds. The fund categories represent differing investment objectives. | | | | | | | | | | | | |
| Composition (% of Assets) as of 12/31/2016 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | | |
| Cash | 3.92 | U.S. Stocks | 53.96 | Total Inv Exp Net % | | 0.43 | | - | | | | |
| Non-U.S. Stocks | 28.49 | Non-U.S. Bonds | 1.59 | Contractual Cap Expiration Date | | N/A | | | | | | |
| Convertibles | 0.01 | Preferred | 0.29 | Waiver Expiration Date | | N/A | | | | | | |
| U.S. Bonds | 8.50 | Other | 3.24 | Total Inv Exp Gross % | | 0.43 | | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | | \$4.30 | | | | | | |
| | | | | Redemption Fee | | - | | | | | | |
| Investment Category: Target-Date 2050 | | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : Capital Research and Mgmt Co | | | | | | | | | | | | |
| Investment Option Name | Average Annual Total Return | | | | | | | | | | | |
| American Funds Target Date Retirement 2050 R6 Fund ^{6,7,15} | <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | | |
| | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date | |
| | 6.62 | 14.93 | 7.01 | 10.69 | 6.57 | 12.68 | 8.33 | 11.52 | - | 12.16 | 7/2009 | |
| Benchmark: Morningstar Lifetime Moderate 2050 Index | 5.61 | 15.53 | 5.25 | 8.78 | 5.65 | - | 10.89 | 9.93 | 5.35 | 11.69 | - | |
| Description: The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in bond, equity income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories such as growth funds, growth-and-income funds, equity-income funds and a balanced fund and bond funds. The fund categories represent differing investment objectives. | | | | | | | | | | | | |
| Composition (% of Assets) as of 12/31/2016 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | | |
| Cash | 3.94 | U.S. Stocks | 54.50 | Total Inv Exp Net % | | 0.43 | | - | | | | |
| Non-U.S. Stocks | 28.36 | Non-U.S. Bonds | 1.54 | Contractual Cap Expiration Date | | N/A | | | | | | |
| Convertibles | 0.01 | Preferred | 0.28 | Waiver Expiration Date | | N/A | | | | | | |
| U.S. Bonds | 8.10 | Other | 3.27 | Total Inv Exp Gross % | | 0.43 | | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | | \$4.30 | | | | | | |
| | | | | Redemption Fee | | - | | | | | | |

| Asset Class: Balanced/Asset Allocation | | | | | | | | | | | | |
|--|---------------------------------------|----------------|--------|--|---------|--------------|------------------------------------|------------------------------------|---------|--------------|-------------|--|
| This asset class is generally composed of a combination of fixed income and equity investment options. These investment options may include balanced, asset allocation, target-date, and target-risk investment options. Although typically lower risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value. | | | | | | | | | | | | |
| Investment Category: Target-Date 2055 | | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : Capital Research and Mgmt Co | | | | | | | | | | | | |
| Investment Option Name | Average Annual Total Return | | | | | | | | | | | |
| American Funds Target Date Retirement 2055 R6 Fund ^{6,7,15} | <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | | |
| | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date | |
| | 6.64 | 14.95 | 7.00 | 10.66 | - | 10.78 | 8.30 | 11.50 | - | 10.16 | 2/2010 | |
| Benchmark: Morningstar Lifetime Moderate 2055 Index | 5.66 | 15.57 | 5.13 | 8.65 | 5.58 | - | 10.90 | 9.79 | 5.27 | 9.26 | - | |
| Description: The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in bond, equity income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories such as growth funds, growth-and-income funds, equity-income funds and a balanced fund and bond funds. The fund categories represent differing investment objectives. | | | | | | | | | | | | |
| Composition (% of Assets) as of 12/31/2016 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | | |
| Cash | 4.04 | U.S. Stocks | 54.68 | Total Inv Exp Net % | | 0.45 | | - | | | | |
| Non-U.S. Stocks | 28.45 | Non-U.S. Bonds | 1.46 | Contractual Cap Expiration Date | | N/A | | | | | | |
| Convertibles | 0.01 | Preferred | 0.29 | Waiver Expiration Date | | N/A | | | | | | |
| U.S. Bonds | 7.76 | Other | 3.31 | Total Inv Exp Gross % | | 0.45 | | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | | \$4.50 | | | | | | |
| | | | | Redemption Fee | | - | | | | | | |
| Investment Category: Target-Date 2060+ | | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : Capital Research and Mgmt Co | | | | | | | | | | | | |
| Investment Option Name | Average Annual Total Return | | | | | | | | | | | |
| American Funds Target Date Retirement 2060 R6 Fund ^{6,7,15} | <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | | |
| | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date | |
| | 6.59 | 14.97 | - | - | - | 6.58 | 8.41 | - | - | 3.72 | 3/2015 | |
| Benchmark: Morningstar Lifetime Moderate 2060 Index | 5.70 | 15.55 | 5.02 | 8.55 | 5.62 | - | 10.88 | 9.64 | 5.29 | 2.75 | - | |
| Description: The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in bond, equity income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories such as growth funds, growth-and-income funds, equity-income funds and a balanced fund and bond funds. The fund categories represent differing investment objectives. | | | | | | | | | | | | |
| Composition (% of Assets) as of 12/31/2016 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | | |
| Cash | 4.05 | U.S. Stocks | 54.78 | Total Inv Exp Net % | | 0.46 | | - | | | | |
| Non-U.S. Stocks | 28.40 | Non-U.S. Bonds | 1.46 | Contractual Cap Expiration Date | | N/A | | | | | | |
| Convertibles | 0.01 | Preferred | 0.28 | Waiver Expiration Date | | 01/01/2018 | | | | | | |
| U.S. Bonds | 7.72 | Other | 3.30 | Total Inv Exp Gross % | | 0.60 | | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | | \$6.00 | | | | | | |
| | | | | Redemption Fee | | - | | | | | | |

| | | | | | | | | | | | | | | | | |
|---|------|-------------|-------|--|--------|---------------------------------------|--------|---|------------------------------------|---------|--------------|--------|--------|---------|--------------|-------------|
| Asset Class: Large U.S. Equity | | | | | | | | | | | | | | | | |
| This asset class is generally composed of investment options that invest in stocks, or shares of ownership in large, well-established, U.S. companies. These investment options typically carry more risk than fixed income investment options but have the potential for higher returns over longer time periods. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value. | | | | | | | | | | | | | | | | |
| Investment Category: Large Value | | | | | | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : Dimensional Fund Advisors | | | | | | | | | | | | | | | | |
| Investment Option Name | | | | | | Average Annual Total Return | | | | | | | | | | |
| DFA US Large Cap Value I Fund ^E | | | | | | <i>(as of 03/31/2017 quarter end)</i> | | | <i>(as of 12/31/2016 year end)</i> | | | | | | | |
| | | | | | | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date |
| | | | | | | 3.53 | 22.93 | 8.77 | 14.65 | 6.71 | 10.26 | 18.89 | 16.68 | 6.55 | 10.21 | 2/1993 |
| Benchmark: Russell 1000 Value Index | | | | | | 3.27 | 19.22 | 8.67 | 13.13 | 5.93 | - | 17.34 | 14.80 | 5.72 | - | - |
| Description: The investment seeks long-term capital appreciation. The fund is a Feeder Portfolio and pursues its objective by investing substantially all of its assets in its corresponding master fund, the U.S. Large Cap Value Series (the "U.S. Large Cap Value Series") of the DFA Investment Trust Company (the "Trust"), which has the same investment objective and policies as the U.S. Large Cap Value Portfolio. As a non-fundamental policy, under normal circumstances, the U.S. Large Cap Value Series will invest at least 80% of its net assets in securities of large cap U.S. companies. | | | | | | | | | | | | | | | | |
| Composition (% of Assets) as of 02/28/2017 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | | | | | | |
| Cash | 1.10 | U.S. Stocks | 97.49 | Total Inv Exp Net % | 0.27 | | | 1/30 day period | | | | | | | | |
| Non-U.S. Stocks | 0.72 | Other | 0.69 | Contractual Cap Expiration Date | N/A | | | | | | | | | | | |
| | | | | Waiver Expiration Date | N/A | | | | | | | | | | | |
| | | | | Total Inv Exp Gross % | 0.37 | | | | | | | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | \$3.70 | | | | | | | | | | | |
| | | | | Redemption Fee | - | | | | | | | | | | | |
| Investment Category: Large Blend | | | | | | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : BlackRock Advisors, LLC | | | | | | | | | | | | | | | | |
| Investment Option Name | | | | | | Average Annual Total Return | | | | | | | | | | |
| BlackRock S&P 500 Index K Fund ² | | | | | | <i>(as of 03/31/2017 quarter end)</i> | | | <i>(as of 12/31/2016 year end)</i> | | | | | | | |
| | | | | | | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date |
| | | | | | | 6.05 | 17.12 | 10.33 | 13.21 | 7.42 | 9.21 | 11.92 | 14.57 | 6.86 | 9.04 | 7/1993 |
| Benchmark: Russell 1000 Index | | | | | | 6.03 | 17.43 | 9.99 | 13.26 | 7.58 | - | 12.05 | 14.69 | 7.08 | - | - |
| Description: The investment seeks to provide investment results that correspond to the total return performance of publicly-traded common stocks in the aggregate, as represented by the Standard & Poor's 500(R) Index. The fund is a "feeder" fund that invests all of its assets in the Master Portfolio of MIP, which has the same investment objective and strategies as the fund. At least 90% of the value of the fund's assets is invested in securities comprising the S&P 500 Index. The percentage of the fund's assets invested in a given stock is approximately the same as the percentage such stock represents in the S&P 500 Index. | | | | | | | | | | | | | | | | |
| Composition (% of Assets) as of 12/31/2016 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | | | | | | |
| Cash | 2.24 | U.S. Stocks | 97.02 | Total Inv Exp Net % | 0.04 | | | - | | | | | | | | |
| Non-U.S. Stocks | 0.75 | Other | -0.01 | Contractual Cap Expiration Date | N/A | | | | | | | | | | | |
| | | | | Waiver Expiration Date | N/A | | | | | | | | | | | |
| | | | | Total Inv Exp Gross % | 0.04 | | | | | | | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | \$0.40 | | | | | | | | | | | |
| | | | | Redemption Fee | - | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : Vanguard Group | | | | | | | | | | | | | | | | |
| Investment Option Name | | | | | | Average Annual Total Return | | | | | | | | | | |
| Vanguard Growth & Income Adm Fund ^{16F} | | | | | | <i>(as of 03/31/2017 quarter end)</i> | | | <i>(as of 12/31/2016 year end)</i> | | | | | | | |
| | | | | | | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date |
| | | | | | | 5.28 | 16.43 | 10.57 | 13.54 | 6.82 | 6.00 | 12.12 | 15.20 | 6.49 | 5.75 | 5/2001 |
| Benchmark: Russell 1000 Index | | | | | | 6.03 | 17.43 | 9.99 | 13.26 | 7.58 | - | 12.05 | 14.69 | 7.08 | - | - |
| Description: The investment seeks to provide a total return (capital appreciation plus dividend income) greater than the return of the Standard & Poor's 500 Index. The fund invests at least 65% (and typically more than 90%) of its assets in stocks that are included in the index. Most of the stocks held by the fund provide dividend income as well as the potential for capital appreciation. The advisors use quantitative approaches to select a broadly diversified group of stocks that, as a whole, have investment characteristics similar to those of the S&P 500 Index, but are expected to provide a higher total return than that of the index. | | | | | | | | | | | | | | | | |
| Composition (% of Assets) as of 12/31/2016 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | | | | | | |
| Cash | 3.96 | U.S. Stocks | 94.77 | Total Inv Exp Net % | 0.23 | | | 1/30 day period | | | | | | | | |
| Non-U.S. Stocks | 1.18 | U.S. Bonds | 0.08 | Contractual Cap Expiration Date | N/A | | | | | | | | | | | |
| | | | | Waiver Expiration Date | N/A | | | | | | | | | | | |
| | | | | Total Inv Exp Gross % | 0.23 | | | | | | | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | \$2.30 | | | | | | | | | | | |
| | | | | 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 Growth

Inv Manager or Sub-Advisor : Legg Mason Institutional Funds

Investment Option Name

Average Annual Total Return

| ClearBridge Large Cap Growth IS Fund ¹⁶ | <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | Incept Date |
|--|---------------------------------------|--------|--------|--------|---------|--------------|------------------------------------|--------|---------|--------------|-------------|
| | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | |
| | 6.44 | 15.44 | 12.09 | 15.43 | 9.23 | 15.25 | 7.27 | 17.20 | 8.21 | 14.43 | 3/2013 |

Benchmark:

Russell 1000 Growth Index

| | | | | | | | | | | |
|------|-------|-------|-------|------|---|------|-------|------|---|---|
| 8.91 | 15.76 | 11.27 | 13.32 | 9.13 | - | 7.08 | 14.50 | 8.33 | - | - |
|------|-------|-------|-------|------|---|------|-------|------|---|---|

Description: The investment seeks long-term capital growth. Under normal circumstances, the fund invests at least 80% of its net assets, plus borrowings for investment purposes, if any, in equity securities or other instruments with similar economic characteristics of U.S. companies with large market capitalizations.

| Composition (% of Assets) as of 12/31/2016 | | | | Fees & Expenses | | | # of Transfers Allowed/Time Period | | | | |
|---|------|-------------|-------|--|------------|--|---|--|--|--|--|
| Cash | 3.95 | U.S. Stocks | 92.74 | Total Inv Exp Net % | 0.71 | | - | | | | |
| Non-U.S. Stocks | 3.31 | | | Contractual Cap Expiration Date | N/A | | | | | | |
| | | | | Waiver Expiration Date | 12/31/2018 | | | | | | |
| | | | | Total Inv Exp Gross % | 0.77 | | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | \$7.70 | | | | | | |
| | | | | Redemption Fee | - | | | | | | |

Inv Manager or Sub-Advisor : Neuberger Berman Mgmt. Inc.

Investment Option Name

Average Annual Total Return

| Neuberger Berman Socially Responsive R6 Fund | <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | Incept Date |
|--|---------------------------------------|--------|--------|--------|---------|--------------|------------------------------------|--------|---------|--------------|-------------|
| | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | |
| | 6.68 | 17.00 | 8.97 | 12.61 | 7.33 | 11.88 | 10.38 | 13.40 | 6.75 | 10.80 | 3/2013 |

Benchmark:

Russell 1000 Growth Index

| | | | | | | | | | | |
|------|-------|-------|-------|------|---|------|-------|------|---|---|
| 8.91 | 15.76 | 11.27 | 13.32 | 9.13 | - | 7.08 | 14.50 | 8.33 | - | - |
|------|-------|-------|-------|------|---|------|-------|------|---|---|

Description: The investment seeks long-term growth of capital by investing primarily in securities of companies that meet the fund's financial criteria and social policy. The fund invests primarily in common stocks of mid- to large-capitalization companies that meet the fund's social policy. It seeks to reduce risk by investing across many different industries. The Portfolio Managers employ a research driven and valuation sensitive approach to stock selection, with a long term perspective.

| Composition (% of Assets) as of 01/31/2017 | | | | Fees & Expenses | | | # of Transfers Allowed/Time Period | | | | |
|---|-------|-------------|-------|--|--------|--|---|--|--|--|--|
| Cash | 1.67 | U.S. Stocks | 87.14 | Total Inv Exp Net % | 0.61 | | - | | | | |
| Non-U.S. Stocks | 11.15 | Other | 0.03 | Contractual Cap Expiration Date | N/A | | | | | | |
| | | | | Waiver Expiration Date | N/A | | | | | | |
| | | | | Total Inv Exp Gross % | 0.61 | | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | \$6.10 | | | | | | |
| | | | | 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 Value

Inv Manager or Sub-Advisor : Wells Fargo Fund Management

Investment Option Name

Average Annual Total Return

| Wells Fargo Special Mid Cap Value R6 Fund ^{1,16,G} | <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | Incept Date |
|---|---------------------------------------|--------|--------|--------|---------|--------------|------------------------------------|--------|---------|--------------|-------------|
| | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | |
| | 2.03 | 20.11 | 9.40 | 15.27 | 8.86 | 13.49 | 21.68 | 17.05 | 8.89 | 13.85 | 6/2013 |

Benchmark:

Russell Midcap Value Index

| | | | | | | | | | | |
|------|-------|------|-------|------|---|-------|-------|------|---|---|
| 3.76 | 19.82 | 8.94 | 14.07 | 7.47 | - | 20.00 | 15.70 | 7.59 | - | - |
|------|-------|------|-------|------|---|-------|-------|------|---|---|

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

| Composition (% of Assets) as of 02/28/2017 | | | | Fees & Expenses | | | # of Transfers Allowed/Time Period | | | | |
|---|------|-------------|-------|--|--------|--|---|--|--|--|--|
| Cash | 5.56 | U.S. Stocks | 92.84 | Total Inv Exp Net % | 0.77 | | 1/30 day period | | | | |
| Other | 1.60 | | | Contractual Cap Expiration Date | N/A | | | | | | |
| | | | | Waiver Expiration Date | N/A | | | | | | |
| | | | | 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 Blend | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : Fidelity Management & Research | | | | | | | | | | | |
| Investment Option Name | | | | | | | | | | | |
| Fidelity Mid Cap Index Premium Fund ^{1,2,H} | | | | | | | | | | | |
| <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | | |
| YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date | |
| 5.12 | 17.00 | 8.44 | 13.03 | - | 14.99 | 13.82 | 14.65 | - | 14.66 | 9/2011 | |
| Benchmark: Russell Midcap Index | | | | | | | | | | | |
| 5.15 | 17.03 | 8.48 | 13.09 | 7.94 | - | 13.80 | 14.72 | 7.86 | 14.74 | - | |
| Description: The investment seeks to provide investment results that correspond to the total return of stocks of mid-capitalization United States companies. The fund invests normally at least 80% of assets in securities included in the Russell Midcap(R) Index. It lends securities to earn income. | | | | | | | | | | | |
| Composition (% of Assets) as of 02/28/2017 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | |
| Cash | 0.75 | U.S. Stocks | 98.67 | Total Inv Exp Net % | 0.07 | | 1/60 day period | | | | |
| Non-U.S. Stocks | 0.55 | U.S. Bonds | 0.03 | Contractual Cap Expiration Date | N/A | | | | | | |
| | | | | Waiver Expiration Date | N/A | | | | | | |
| | | | | Total Inv Exp Gross % | 0.07 | | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | \$0.70 | | | | | | |
| | | | | Redemption Fee | - | | | | | | |
| Investment Category: Mid Cap Growth | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : MassMutual | | | | | | | | | | | |
| Investment Option Name | | | | | | | | | | | |
| MassMutual Select Mid Cap Growth Instl Fund ^{1,16} | | | | | | | | | | | |
| <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | | |
| YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date | |
| 8.12 | 15.45 | 9.99 | 13.62 | 10.05 | 13.73 | 6.19 | 14.73 | 9.55 | 12.87 | 11/2010 | |
| Benchmark: Russell Midcap Growth Index | | | | | | | | | | | |
| 6.89 | 14.07 | 7.88 | 11.95 | 8.13 | - | 7.33 | 13.51 | 7.83 | - | - | |
| Description: The investment seeks growth of capital over the long-term. The fund invests primarily in equity securities of mid-capitalization companies that the fund's subadvisers believe offer the potential for long-term growth. It invests at least 80% of its net assets (plus the amount of any borrowings for investment purposes) in a broadly diversified portfolio of common stocks of mid-cap companies whose earnings the subadvisers expect to grow at a faster rate than the average company. | | | | | | | | | | | |
| Composition (% of Assets) as of 12/31/2016 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | |
| Cash | 3.61 | U.S. Stocks | 94.12 | Total Inv Exp Net % | 0.73 | | - | | | | |
| Non-U.S. Stocks | 1.72 | Other | 0.55 | 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 | - | | | | | | |
| Investment Category: Small Value | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : Wells Fargo Fund Management | | | | | | | | | | | |
| Investment Option Name | | | | | | | | | | | |
| Wells Fargo Special Small Cap Value R6 Fund ^{1,16,G} | | | | | | | | | | | |
| <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | | |
| YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date | |
| 0.33 | 24.22 | 8.80 | 13.30 | 7.24 | 10.91 | 29.46 | 15.87 | 7.39 | 12.05 | 10/2014 | |
| Benchmark: Russell 2000 Value Index | | | | | | | | | | | |
| -0.13 | 29.37 | 7.62 | 12.54 | 6.09 | - | 31.74 | 15.07 | 6.26 | - | - | |
| Description: The investment seeks long-term capital appreciation. Under normal circumstances, the fund invests: at least 80% of the fund's net assets in equity securities of small-capitalization companies. It invests principally in equity securities of small-capitalization companies, which the managers define as companies with market capitalizations within the range of the Russell 2000(R) Index at the time of purchase. | | | | | | | | | | | |
| Composition (% of Assets) as of 02/28/2017 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | |
| Cash | 11.27 | U.S. Stocks | 85.95 | Total Inv Exp Net % | 0.90 | | 1/30 day period | | | | |
| Non-U.S. Stocks | 2.27 | Preferred | 0.51 | Contractual Cap Expiration Date | N/A | | | | | | |
| | | | | Waiver Expiration Date | 07/31/2017 | | | | | | |
| | | | | Total Inv Exp Gross % | 0.93 | | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | \$9.30 | | | | | | |
| | | | | 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 : BlackRock Advisors, LLC | | | | | | | | | | | |
| Investment Option Name | Average Annual Total Return | | | | | | | | | | |
| BlackRock Small Cap Index K Fund ^{1,2,16} | <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | |
| | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date |
| | 2.53 | 26.28 | 7.27 | 12.42 | 7.00 | 10.17 | 21.40 | 14.51 | 6.94 | 10.15 | 3/2011 |
| Benchmark: Russell 2000 Index | 2.47 | 26.22 | 7.22 | 12.35 | 7.12 | - | 21.31 | 14.46 | 7.07 | - | - |
| Description: The investment seeks to match the performance of the Russell 2000(R) Index as closely as possible before the deduction of fund expenses. The fund is a "feeder" fund that invests all of its assets in Master Small Cap Index Series, a series of Quantitative Master Series LLC, which has the same investment objective and strategies as the fund. It will be substantially invested in securities in the Russell 2000, and will invest, under normal circumstances, at least 80% of its assets in securities or other financial instruments that are components of or have economic characteristics similar to the securities included in the Russell 2000. | | | | | | | | | | | |
| Composition (% of Assets) as of 12/31/2016 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | |
| Cash | 2.66 | U.S. Stocks | 96.34 | Total Inv Exp Net % | | 0.08 | | - | | | |
| Non-U.S. Stocks | 0.78 | Other | 0.22 | Contractual Cap Expiration Date | | N/A | | | | | |
| | | | | Waiver Expiration Date | | 04/30/2018 | | | | | |
| | | | | Total Inv Exp Gross % | | 0.20 | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | | \$2.00 | | | | | |
| | | | | Redemption Fee | | - | | | | | |
| Inv Manager or Sub-Advisor : JP Morgan Investment Mgmt Inc. | | | | | | | | | | | |
| Investment Option Name | Average Annual Total Return | | | | | | | | | | |
| JP Morgan Small Cap Core R6 Fund ^{1,16,E} | <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | |
| | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date |
| | 2.53 | 28.37 | 8.22 | 14.01 | 7.44 | 24.33 | 20.42 | 16.38 | 7.50 | 21.26 | 5/2016 |
| Benchmark: Russell 2000 Index | 2.47 | 26.22 | 7.22 | 12.35 | 7.12 | - | 21.31 | 14.46 | 7.07 | - | - |
| Description: The investment seeks capital growth over the long term. Under normal circumstances, the fund invests at least 80% of its assets in equity securities of small cap companies. "Assets" means net assets, plus the amount of borrowings for investment purposes. Small cap companies are companies with market capitalizations equal to those within the universe of Russell 2000(R) Index at the time of purchase. | | | | | | | | | | | |
| Composition (% of Assets) as of 02/28/2017 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | |
| Cash | 3.14 | U.S. Stocks | 95.41 | Total Inv Exp Net % | | 0.75 | | 2/60 day period | | | |
| Non-U.S. Stocks | 1.45 | | | Contractual Cap Expiration Date | | N/A | | | | | |
| | | | | Waiver Expiration Date | | 10/31/2017 | | | | | |
| | | | | Total Inv Exp Gross % | | 0.88 | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | | \$8.80 | | | | | |
| | | | | Redemption Fee | | - | | | | | |
| Investment Category: Small Growth | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : Janus | | | | | | | | | | | |
| Investment Option Name | Average Annual Total Return | | | | | | | | | | |
| Janus Triton N Fund ^{1,16,E} | <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | |
| | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date |
| | 6.98 | 18.91 | 10.28 | 13.25 | 11.31 | 15.23 | 10.65 | 14.45 | 11.06 | 14.41 | 5/2012 |
| Benchmark: Russell 2000 Growth Index | 5.35 | 23.03 | 6.72 | 12.10 | 8.06 | - | 11.32 | 13.74 | 7.76 | - | - |
| Description: The investment seeks long-term growth of capital. The fund pursues its investment objective by investing primarily in common stocks selected for their growth potential. In pursuing that objective, it invests in equity securities of small- and medium-sized companies. Generally, small- and medium-sized companies have a market capitalization of less than \$10 billion. Market capitalization is a commonly used measure of the size and value of a company. The fund may also invest in foreign securities, which may include investments in emerging markets. | | | | | | | | | | | |
| Composition (% of Assets) as of 12/31/2016 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | |
| Cash | 4.46 | U.S. Stocks | 93.16 | Total Inv Exp Net % | | 0.68 | | 1/90 day period | | | |
| Non-U.S. Stocks | 1.24 | Other | 1.14 | Contractual Cap Expiration Date | | N/A | | | | | |
| | | | | Waiver Expiration Date | | N/A | | | | | |
| | | | | Total Inv Exp Gross % | | 0.68 | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | | \$6.80 | | | | | |
| | | | | Redemption Fee | | - | | | | | |

| Asset Class: Small/Mid U.S. Equity | | | | | | | | | | | | |
|---|---------------------------------------|-----------------|--------|--|---------|--------------|------------------------------------|------------------------------------|---------|--------------|-------------|--|
| This asset class is generally composed of investment options that invest in stocks, or shares of ownership in small- to medium-sized U.S. companies. These investment options typically carry more risk than larger U.S. equity investment options but have the potential for higher returns. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value. | | | | | | | | | | | | |
| Investment Category: Real Estate | | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : Cohen & Steers Mutual Funds | | | | | | | | | | | | |
| Investment Option Name | Average Annual Total Return | | | | | | | | | | | |
| Cohen & Steers Real Estate Securities Z Fund ^{4,16,F} | <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | | |
| | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date | |
| | 1.76 | 4.91 | 12.67 | 11.65 | 5.96 | 13.53 | 8.06 | 13.48 | 5.87 | 14.23 | 10/2014 | |
| Benchmark: Standard & Poor's United States REIT Index | 0.58 | 2.64 | 9.85 | 9.72 | 4.59 | - | 8.49 | 11.85 | 4.89 | - | - | |
| Description: The investment seeks total return through investment in real estate securities. The fund invests at least 80% of its total assets in income-producing common stocks and other equity securities issued by real estate companies, such as real estate investment trusts ("REITs"). It may invest up to 20% of its total assets in securities of foreign issuers (including emerging market issuers) which meet the same criteria for investment as domestic companies, including investments in such companies in the form of American Depositary Receipts ("ADRs"), Global Depositary Receipts ("GDRs") and European Depositary Receipts ("EDRs"). The fund is non-diversified. | | | | | | | | | | | | |
| Composition (% of Assets) as of 12/31/2016 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | | |
| Cash | 1.64 | U.S. Stocks | 97.00 | Total Inv Exp Net % | | 0.84 | | 2/60 day period | | | | |
| Non-U.S. Stocks | 0.11 | Other | 1.25 | Contractual Cap Expiration Date | | N/A | | | | | | |
| | | | | Waiver Expiration Date | | N/A | | | | | | |
| | | | | Total Inv Exp Gross % | | 0.84 | | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | | \$8.40 | | | | | | |
| | | | | 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 Blend | | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : Ivy Investment Management Co | | | | | | | | | | | | |
| Investment Option Name | Average Annual Total Return | | | | | | | | | | | |
| Ivy International Core Equity N Fund | <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | | |
| | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date | |
| | 8.05 | 14.83 | 3.05 | 7.15 | 3.94 | 1.63 | 1.79 | 7.68 | 3.51 | -1.41 | 7/2014 | |
| Benchmark: MSCI ACWI Ex USA Index | 7.86 | 13.13 | 0.56 | 4.36 | 1.35 | - | 4.50 | 5.00 | 0.96 | - | - | |
| Description: The investment seeks to provide capital growth and appreciation. The fund invests, under normal circumstances, at least 80% of its net assets in equity securities of companies located in, or principally traded largely in, developed European and Asian/Pacific Basin markets. In seeking to enhance potential return, it also may invest in issuers located or doing business in emerging market countries. The fund may invest up to 100% of its total assets in foreign securities. | | | | | | | | | | | | |
| Composition (% of Assets) as of 12/31/2016 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | | |
| U.S. Stocks | 7.28 | Non-U.S. Stocks | 87.83 | Total Inv Exp Net % | | 0.83 | | - | | | | |
| Preferred | 0.54 | U.S. Bonds | 0.13 | Contractual Cap Expiration Date | | N/A | | | | | | |
| Other | 4.22 | | | Waiver Expiration Date | | N/A | | | | | | |
| | | | | Total Inv Exp Gross % | | 0.83 | | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | | \$8.30 | | | | | | |
| | | | | 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: Health | | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : BlackRock Advisors, LLC | | | | | | | | | | | | |
| Investment Option Name | Average Annual Total Return | | | | | | | | | | | |
| BlackRock Health Sciences Opportunities K Fund ^{3,16} | <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | | |
| | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date | |
| | 10.51 | 15.25 | 12.13 | 18.15 | 13.23 | 5.64 | -5.88 | 18.10 | 12.42 | -4.41 | 6/2016 | |
| Benchmark: Standard & Poor's 1500 Health Care Index | 8.45 | 12.22 | 10.55 | 16.92 | 10.70 | - | -2.05 | 17.18 | 9.97 | - | - | |
| Description: The investment seeks to provide long-term growth of capital. The fund invests at least 80% of its total assets in equity securities, primarily common stock, of companies in health sciences and related industries. The health sciences sector can include companies in health care equipment and supplies, health care providers and services, biotechnology, and pharmaceuticals. It will concentrate its investments (i.e., invest more than 25% of its assets) in health sciences or related industries, and may invest in companies located in non-U.S. countries. The fund is non-diversified. | | | | | | | | | | | | |
| Composition (% of Assets) as of 02/28/2017 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | | |
| Cash | 0.81 | U.S. Stocks | 95.72 | Total Inv Exp Net % | | 0.83 | - | | | | | |
| Non-U.S. Stocks | 2.72 | Other | 0.74 | Contractual Cap Expiration Date | | N/A | | | | | | |
| | | | | Waiver Expiration Date | | N/A | | | | | | |
| | | | | Total Inv Exp Gross % | | 0.83 | | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | | \$8.30 | | | | | | |
| | | | | Redemption Fee | | - | | | | | | |
| Investment Category: Technology | | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : Columbia Management Advisors | | | | | | | | | | | | |
| Investment Option Name | Average Annual Total Return | | | | | | | | | | | |
| Columbia Global Technology Growth Y Fund ^{3,16,E} | <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | | |
| | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date | |
| | 14.35 | 31.00 | 17.29 | 18.69 | 10.78 | 34.51 | 13.13 | 20.51 | 9.58 | 20.50 | 3/2016 | |
| Benchmark: Morningstar US Technology Index | 12.48 | 26.20 | 15.53 | 13.68 | 11.15 | - | 14.06 | 15.49 | 9.77 | - | - | |
| Description: The investment seeks capital appreciation. The fund invests at least 80% of net assets (including the amount of any borrowings for investment purposes) in equity securities (including, but not limited to, common stocks, preferred stocks and securities convertible into common or preferred stocks) of technology companies that may benefit from technological improvements, advancements or developments. It invests at least 25% of the value of its total net assets at the time of purchase in the securities of issuers conducting their principal business activities in the technology and related group of industries. | | | | | | | | | | | | |
| Composition (% of Assets) as of 02/28/2017 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | | |
| Cash | 0.57 | U.S. Stocks | 82.59 | Total Inv Exp Net % | | 0.96 | 1/28 day period | | | | | |
| Non-U.S. Stocks | 15.44 | Other | 1.40 | Contractual Cap Expiration Date | | N/A | | | | | | |
| | | | | Waiver Expiration Date | | N/A | | | | | | |
| | | | | Total Inv Exp Gross % | | 0.96 | | | | | | |
| | | | | Total Inv Exp Gross Per \$1,000 Invested | | \$9.60 | | | | | | |
| | | | | Redemption Fee | | - | | | | | | |
| Investment Category: Equity Energy | | | | | | | | | | | | |
| Inv Manager or Sub-Advisor : Vanguard Group | | | | | | | | | | | | |
| Investment Option Name | Average Annual Total Return | | | | | | | | | | | |
| Vanguard Energy Adm Fund ^{3,16,F} | <i>(as of 03/31/2017 quarter end)</i> | | | | | | <i>(as of 12/31/2016 year end)</i> | | | | | |
| | YTD Ret | 1-Year | 3-Year | 5-Year | 10-Year | Since Incept | 1-Year | 5-Year | 10-Year | Since Incept | Incept Date | |
| | -3.99 | 18.57 | -5.62 | 0.04 | 2.09 | 9.62 | 33.18 | 1.74 | 2.82 | 10.08 | 11/2001 | |
| Benchmark: Standard & Poor's 1500 Energy Index | -7.11 | 13.94 | -6.07 | 1.07 | 3.06 | - | 27.31 | 3.35 | 4.10 | - | - | |
| Description: The investment seeks to provide long-term capital appreciation. Under normal circumstances, the fund invests at least 80% of its assets in the common stocks of companies principally engaged in activities in the energy industry, such as the exploration, production, and transmission of energy or energy fuels; the making and servicing of component products for such activities; energy research; and energy conservation or pollution control. | | | | | | | | | | | | |
| Composition (% of Assets) as of 12/31/2016 | | | | Fees & Expenses | | | | # of Transfers Allowed/Time Period | | | | |
| Cash | 3.30 | U.S. Stocks | 66.34 | Total Inv Exp Net % | | 0.31 | 1/30 day period | | | | | |
| Non-U.S. Stocks | 28.07 | Preferred | 0.03 | Contractual Cap Expiration Date | | N/A | | | | | | |
| Other | 2.26 | | | 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: Short-Term Fixed Income

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

Investment Option Name: Fixed Income Guaranteed Option ^{5,10}

Description:

This group annuity contract provides an interest rate guaranteed for a set period of time by the Principal Life Insurance Company. It is supported by the multi-billion dollar general account of Principal Life, which invests in private market bonds, commercial mortgages and mortgage-backed securities. However, money you allocate to this investment does not entitle you to participate in the investment experience or performance of the General Account. The rate credited to participant accounts is a composite weighted average of underlying guarantees provided in the contract. Each underlying guarantee is in effect for its full maturity. The maturity of each guarantee varies from 2 to 10 years at the establishment of the guarantee. Each guarantee matures at a different time. The term shown in the Term column represents the average maturity of the underlying guarantees. The composite rate (crediting rate) is reset every 6 months based on the changing weighted average of the underlying guarantees and applies prospectively (moving forward). The crediting rate is an effective annual rate and is displayed here as the rate guaranteed by Principal Life net of the Rate Level Service Fee. The crediting rate is subject to a minimum guaranteed rate that is determined through a formula determined according to state insurance regulations which utilizes Treasury rates and is outlined in the group annuity contract. The minimum will range between 1% and 3% depending on prevailing market conditions. The contract provides for benefit payments at book value (i.e., no market value adjustments or surrender charge adjustments) for withdrawals due to retirement, termination of employment, disability, loans, plan termination, or death, including participant-directed transfers. If the retirement program provides you access to the Fixed Income Guaranteed Option and Competing Plan Investment Options, participant transfers, either directly or indirectly, to Competing Plan Investment Options will generally be subject to an Equity Wash. An Equity Wash requires that transfers must be directed to a non-competing investment option under the plan for 90 days before such transferred amounts may be directed to any other Competing Plan Investment Option. Competing Plan Investment Options include other guaranteed investment options or fixed income, money market or bond funds that ever had an average duration of three years or less. A plan fiduciary-directed surrender or transfer will be subject to 12 months' advance notice or a 5% surrender charge (subject to additional contractual limitations), whichever the plan sponsor chooses. For more information, call the automated phone system at 1-800-547-7754 or see the applicable fact sheet on principal.com for a more complete description of this investment option and the crediting rate.

Rate Level Service Fee: -

| Crediting Rate (credited to participants) | Crediting Period | Term (underlying guarantees) |
|---|-----------------------|------------------------------|
| 1.75 | 12/01/2016-05/31/2017 | 9.10 years |
| 1.70 | 06/01/2017-11/30/2017 | 9.10 years |

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

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

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

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

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

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

Insurance products and plan administrative services are provided by Principal Life Insurance Company. Principal mutual funds are part of the Principal Funds, Inc. series. Principal Funds, Inc. is distributed by Principal Funds Distributor, Inc. Securities are offered through Principal Securities, Inc., 1-800-547-7754, member SIPC and/or independent broker/dealers. Securities sold by a Principal Securities, Inc. Registered Representative are offered through Principal Securities, Inc. Principal Funds Distributor, Principal Securities, Inc. and Principal Life are members of the Principal Financial Group® (The Principal®), Des Moines, IA 50392.

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

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

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

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

- ¹ Small-cap and mid-cap investment options are subject to more fluctuation in value and may have additional risks than other investment options with stocks of larger, more stable companies.
- ² Each index based investment option is invested in the stocks or bonds of the index it tracks. Performance of indexes reflects the unmanaged results for the market segment the selected stocks or bonds represent. There is no assurance an index based investment option will match the performance of the index tracked.
- ³ Specialty investment options may experience greater volatility than funds with a broader investment strategy due to sector focus. These investment options are not intended to serve as a complete investment program by itself.
- ⁴ Real Estate investment options are subject to investment and liquidity risk and other risks inherent in real estate such as those associated with general and local economic conditions. Property values can decline due to environmental and other reasons. In addition, fluctuation in interest rates can negatively impact the performance of real estate investment options.
- ⁵ Principal® Fixed Income Guaranteed Option is the Group Annuity Contract - Custodial Guaranteed Interest Contract available through Principal Life Insurance Company, a member of the Principal Financial Group®, Des Moines Iowa 50392. May not be available in all states.
- ⁶ 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.
- ⁷ 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.
- ⁸ Fixed-income investment options are subject to interest rate risk, and their value will decline as interest rates rise. Neither the principal of bond investment options nor their yields are guaranteed by the U.S. government.
- ¹⁰ The Fixed Income Guaranteed Option is a guarantee backed by the general account of Principal Life Insurance Company(Principal Life). As a guarantee, it does not have an investment management fee or expense ratio; those are concepts unique to investment products. The Rate Level Service Fee illustrated here represents the part of the overall fee arrangement that the plan pays for services from Principal Life as a provider of administrative services to the plan, as agreed to in the Service and Expense Agreement for the plan.
- ¹⁵ Fixed-income and asset allocation investment options that invest in mortgage securities are subject to increased risk due to real estate exposure.
- ¹⁶ For Mutual Fund Network investment options, returns for all time periods, except the Since Inception time frame, may include the historical performance of the oldest share class of the fund, adjusted to reflect a portion of the fees and expenses of this share class. Since Inception returns display the actual return of this share class and do not reflect the adjusted returns of the oldest share class. Please see the fund's prospectus for more information on specific expenses, and the fund's most recent shareholder report for actual date of first sale. Expenses are deducted from income earned by the fund. As a result, dividends and investment results will differ for each share class.
- ^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.
- 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

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

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

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

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.

Standard & Poor's 1500 Energy Index tracks the Energy sector of the S&P 1500 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.

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 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 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.

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

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.

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

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.

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

Morningstar Technology Sector Index tracks the performance of companies engaged in the design, development, and support of computer operating systems and applications.

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.

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

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.

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.

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

RETIREMENT SAVINGS WORKSHEET

Here's a quick and easy way to figure out a percentage of your pay you may need to save in order to generate 85 percent of your pre-retirement income at retirement. Grab a calculator to help with the math.

STEPS

- 1. Current annual gross income:**
Enter your current annual gross income. \$ _____
- 2. Annual Income before retirement:**
Multiply STEP 1 times the Salary Increase Factor from **TABLE A** that most closely matches the number of years until you retire. \$ _____
- 3. Income needed during retirement:**
Depending on your retirement goals, you may need 85-100 percent of your current income. Multiply STEP 2 by that percentage (for example, .85) to estimate annual retirement income. \$ _____
- 4 A. Percentage of Income replaced by Social Security at age 65:** Enter the percentage from **TABLE B** that most closely corresponds to your current income from STEP 1. \$ _____

B. Social Security Income:
Multiply STEP 2 by STEP 4a. \$ _____

C. Defined Benefit Estimate: If you participate in a Defined Benefit (DB) Plan, enter your estimated future annual DB benefit, otherwise enter 0. \$ _____

D. Other Sources of Retirement Income:
Add STEP 4b and STEP 4c. \$ _____
- 5. Future retirement income:**
STEP 3 minus STEP 4d. \$ _____
- 6. Retirement goal*:**
Multiply STEP 5 by **22.50**, and enter the result.
*Assumes a 4.5% withdrawal rate adjusted annually for inflation in retirement. \$ _____
- 7. Current portfolio:**
Enter the total amount of current retirement investments, including savings in the retirement plan. \$ _____
- 8. Value of current investments at retirement:**
Multiply STEP 7 by the **growth factor** from **TABLE C** that corresponds most closely to the number of years until you retire, and enter the result. \$ _____
- 9. Retirement savings shortfall:**
Subtract STEP 8 from STEP 6 to get how much you still need to accumulate before you retire, and enter the result. \$ _____
- 10. Annual savings goal:**
Multiply STEP 9 by the **accumulation factor** from **TABLE C** that most closely matches the number of years until you retire, and enter the result. \$ _____
- 11. Percentage of your pay you need to save:**
Divide STEP 10 by STEP 1, and multiply by 100 (e.g. 0.119 x 100 = 12%) to get the total percentage (including employer match, if applicable) to help reach a retirement savings goal of 85 percent of your pre-retirement income at retirement. _____ %

TABLE A**

INFLATION FACTOR

| Years to Retirement | Inflation Factor |
|---------------------|------------------|
| 5 | 1.19 |
| 10 | 1.41 |
| 15 | 1.68 |
| 20 | 1.99 |
| 25 | 2.36 |
| 30 | 2.81 |
| 35 | 3.33 |
| 40 | 3.96 |

TABLE B

SOCIAL SECURITY BENEFITS

| Current Annual Gross Income | Portion of Income Replaced by Social Security at age 65 |
|-----------------------------|---|
| \$25,000 | 0.52 |
| \$30,000 | 0.48 |
| \$40,000 | 0.45 |
| \$50,000 | 0.43 |
| \$60,000 | 0.39 |
| \$80,000 | 0.33 |
| \$100,000 | 0.29 |

This table assumes your salary and the Social Security National Average Wage Increases 3.5 percent annually as well as a 2.5 percent increase in the Social Security CPI. Salary is assumed to be earned during 2014. Benefits are reduced for commencement at age 65.

TABLE C**

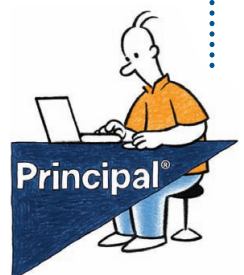
ACCUMULATION FACTOR

| Years to Retirement | Growth Factor | Accumulation Factor |
|---------------------|---------------|---------------------|
| 5 | 1.403 | .157 |
| 10 | 1.967 | .061 |
| 15 | 2.759 | .031 |
| 20 | 3.870 | .018 |
| 25 | 5.427 | .011 |
| 30 | 7.612 | .007 |
| 35 | 10.677 | .005 |
| 40 | 14.974 | .003 |

**Table A: Assumes annual inflation of 3.5%; Table C: Growth factor - assumes an 7% annual rate of return on current investments before retirement; Accum. Factor - assumes the amount you invest each year before retirement occurs mid-year at an 7% annual rate of return. Assumes annual inflation of 3.5% before retirement.

This worksheet is for illustrative purposes only. It is hypothetical and does not guarantee any specific returns on any investment options.

NOTES





Let us help you.

Once you've enrolled in your employer's retirement savings plan, see how you can benefit from all The Principal retirement tools, resources and services.

Simplify your life

Do you have funds in more than one retirement savings account? Or have you recently changed jobs and aren't sure of your options? Cut through the confusion of multiple accounts and piles of paperwork. Ask our retirement specialists at 1-800-547-7754 how you can save time and potentially money by consolidating qualified retirement funds into one account.

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You'll receive periodic statements of the retirement account, providing you with a clear snapshot of the account balance, account activity and investment option performance. They make it easier for you to monitor the account contributions and help you make sure you are on track to meet your future

retirement savings goals. Past retirement plan statements are available online at principal.com for 18 months.

Inspiration and tools

At The Principal, we're dedicated to keeping you up-to-date on the information you need to help plan a more secure financial future. We can help you stay on top of the latest retirement planning news and keep you up-to-date on a broad range of personal financial topics. Visit principal.com/planningcenter to get started.

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24-HOUR ACCOUNT ACCESS

Get instant access to retirement savings account information 24 hours a day by setting up a secure password or personal identification number online, or via our automated phone system.

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- Visit principal.com.
- Under **LOGIN**, select **PERSONAL** as the login type.
- Click the **REGISTER NOW** link and follow the instructions.
- Log in with your new username and password.
- For help getting logged in, visit principal.com/loginhelp.
- Once logged in, you'll find all of this and more:

Account Information

Personalized rate of return, balances, contribution information

Investments

Investment performance, asset mix, investor profiles, Investor Profile Quiz

Historical Information

Activity summary, transactions, statements, electronic history

Planning Center

Retirement planning with investing basics, saving, budgeting, online seminars

BY PHONE

- Call our automated phone system at **1-800-547-7754**.
- Enter your **SOCIAL SECURITY NUMBER**.
- Listen to the menu, and select an option.
- If prompted, enter/establish your PIN.
- Follow the prompts to:
 - ✓ Access daily account values
 - ✓ Obtain investment performance information
 - ✓ Transfer retirement funds between available investment options
 - ✓ Make changes to investments or your PIN
 - ✓ Review the status of a pending or completed distribution
 - ✓ Access information on changing jobs or retiring and other retirement savings options





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05/25/2017