

Plan Summary



Eligibility and entry

All employees eligible for the plan	No	
Exclusions	<ul style="list-style-type: none"> • All bargaining employees • Nonresident alien with no U.S. income • Leased employee • Independent contractor reclassified as an employee by the IRS 	
	Requirements for deferrals and employee contributions	Requirements for all other contributions
Age	None	18
Service	None	1 year of service
Hours of service	Not applicable	Not applicable
Entry service period	Not applicable	Not applicable
Entry date	Immediate	Immediate



Deferrals and employee contributions

Elective deferral contributions	Allowed	Elective deferral (pre-tax) Catch-up deferral (pre-tax) Roth deferral (after-tax) Roth catch-up deferral (after-tax)
Minimum deferral	None	
Maximum deferral	None	
When deferrals can be changed	Any date	
When deferrals can be stopped	Any date	
Rollovers	Allowed	

Plan Summary continued



Employer contributions

Qualified matching contributions	<p>Allowed</p> <p>Match formula: 100% of Elective Deferral Contributions which are not over 3% of pay, plus 50% of Elective Deferral Contributions which are over 3% but are not over 5% of Pay.</p> <p>Catch-up contributions matched: Yes</p> <p>Vesting schedule: Immediate</p>
Discretionary contributions	<p>Allowed</p> <p>Vesting schedule: < 1 Year = 0%, 1 Year = 0%, 2 Years = 0%, 3 Years = 100%</p>



Loans

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



In-service withdrawal options

Financial hardship	Availability: anytime
Rollover	Availability: anytime
Age 59 1/2	Availability: anytime



Retirement and other benefits

Normal retirement age	65
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Plan Summary continued

Retirement and other benefits continued

Normal retirement date	First day of the month on or after you reach your normal retirement age	
Start of retirement benefits before termination from employment	On or after the later of: <ul style="list-style-type: none"> • Your normal retirement date • Age 59 1/2 	
Small amounts force out limit	\$5,000	Rollovers are included in this amount Automatic rollover distribution: <ul style="list-style-type: none"> • IRA rollover with Principal Bank
Total disability	Allowed	Must have a severance from employment: Tied to Social Security disability
Deemed severance for military service	Allowed	
Distribution at termination of employment	Allowed	
Distribution at death	Required	

Other information

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

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

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

To learn more about The Principal® or to access your account information, visit principal.com.

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