

My Personal Information (please print with black ink)

Name (Last)		(First)	(MI)	Phone Number
_____		_____	_____	(____) _____ - _____
Street Address				Email Address
_____				_____
City	State	Zip	Country	Gender
_____	_____	_____	_____	<input type="checkbox"/> Male <input type="checkbox"/> Female
Social Security Number	Date of Birth		Marital Status	
____ - ____ - ____	____ / ____ / ____		<input type="checkbox"/> Single <input type="checkbox"/> Married	
Expected Retirement Age	Original Date of Employment			
_____	____ / ____ / ____			
If you were rehired, complete these dates:		Date of Termination	Date of Rehire	
_____ / ____ / ____		____ / ____ / ____	____ / ____ / ____	

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! Tell me how The Principal can 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

Take advantage of your employer's match! (pick one)

- ☐ I elect to contribute 6.0% of my current and future pay per pay period. (My employer's suggested contribution. Contribution election applies to regular pay and any bonus pay.)
- ☐ I elect to contribute _____% (0% to 100%) of my current and future pay per pay period.
- ☐ I am already enrolled, but I want to change my contribution to _____% (0% to 100%) of my current and future pay per pay period.
- ☐ I choose **not to contribute** to the retirement plan at this time.

My Contributions

Principal Step Ahead Retirement Option SM*(optional, but may help you stay on track)*

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

- ☐ **Step ahead** my pre-tax salary deferral contribution by _____% each year for the next _____ years OR until my contribution totals _____%.

This increase – or **step ahead** – will be initiated each 01/01 or the next date allowed by the plan.

2 My Investment Choices

Please elect **ONE OF THE TWO CHOICES** by checking the box(es) and completing the applicable information for the 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: Do-it-for-Me — Principal LifeTime portfolio

- ☐ I elect a **Principal LifeTime portfolio**

I understand contributions will be directed to the applicable Principal LifeTime portfolio based on my Expected Retirement Age entered within the Personal Information section, or current age and the plan's normal retirement age.¹ I have read the applicable information enclosed regarding the Principal LifeTime portfolios. *I do not want to make another investment election at this time, and this will be treated as my investment option direction.*

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

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

CHOICE B: Do-it-Myself — Choose your own asset allocation

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

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

NEW
CONTRIBUTIONS

Short-Term Fixed Income**Morley Financial Services, Inc**

Principal Stable Value Sig Fund ^A _____ %

Fixed Income**Edge Asset Management, Inc.**

Government & High Quality Bond Sep Acct ^A _____ %

PIMCO

Core Plus Bond I Separate Account ^A _____ %

Principal Real Estate Inv

U.S. Property Sep Acct ^A _____ %
 Withdrawal requests from the U.S. Property Separate Account may be delayed.*

Balanced/Asset Allocation**Multiple Sub-Advisors**

Principal LifeTime Strategic Income Separate Account ^A _____ %

Principal LifeTime 2010 Separate Account ^A _____ %

Principal LifeTime 2015 Separate Account ^A _____ %

My Investment Choices

NEW
CONTRIBUTIONS

Principal LifeTime 2020 Separate Account ^A	_____	%
Principal LifeTime 2025 Separate Account ^A	_____	%
Principal LifeTime 2030 Separate Account ^A	_____	%
Principal LifeTime 2035 Separate Account ^A	_____	%
Principal LifeTime 2040 Separate Account ^A	_____	%
Principal LifeTime 2045 Separate Account ^A	_____	%
Principal LifeTime 2050 Separate Account ^A	_____	%
Principal LifeTime 2055 Separate Account ^A	_____	%

Large U.S. Equity

Columbus Circle Investors

LargeCap Growth Separate Account ^A	_____	%
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Principal Global Investors

LargeCap S&P 500 Index Separate Account ^A	_____	%
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TS&W / Herndon

LargeCap Value I Separate Account ^A	_____	%
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Small/Mid U.S. Equity

AllianceBern / CCI / Brown

SmallCap Growth I Separate Account ^A	_____	%
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Goldman Sachs/LA Capital Mgmt

MidCap Value I Separate Account ^A	_____	%
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Principal Global Investors

MidCap S&P 400 Index Separate Account ^A	_____	%
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SmallCap Blend Separate Account ^A	_____	%
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SmallCap S&P 600 Index Separate Account ^A	_____	%
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Turner / Jacobs Levy

MidCap Growth III Separate Account ^A	_____	%
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International Equity

Principal Global Investors

Diversified International Separate Account ^A	_____	%
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International Emerging Markets Sep Acct ^A	_____	%
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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 option(s).

► 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.

1 2 3

Disclosures

^AFor more information about this investment option, including the full name of the Separate Account, please visit principal.com or call 1-800-547-7754 for assistance from a retirement specialist.

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.

- ¹The "Do-It-For-Me" section is designed just to give you an easier way of enrolling in the retirement plan. Principal LifeTime portfolios are available as another way to use an asset allocation strategy that may be right for you. There are other investment options available under the retirement plan, and you should review them all. Reviewing all investment options can help you decide whether you wish to design your own mix of investment options. Please note that your contribution will be directed to the Principal LifeTime portfolio based on a particular target date or retirement date. If you would rather choose your own mix of investment options, you may do so by completing the "Do-It-Myself" section of this form or visiting principal.com.
- ^{*}If you elect to contribute funds into the Principal U.S. Property Separate Account (Separate Account) you may not be able to immediately withdraw funds. We may implement a pre-existing contractual limitation in the group annuity contract, which will allow us to manage the Separate Account and satisfy withdrawal requests over time and fairly among all those who request a withdrawal.

Please log in to principal.com for more details.

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 six 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, The Principal® is not responsible for any unauthorized changes.

