Pricing guide: Plans up to $1 million

Bundled

Principal® Flex
Principal® Flex – Open

For financial professional/plan sponsor use only.
Startup and growing businesses face a lot of challenges – and taking care of employees may be a big one. But it doesn’t have to be. We focus on small- to medium-sized businesses and tax-exempt organizations. And we have options for retirement plans and services that may be just what your clients are looking for.

Cost is an issue, so be aware of the tax advantages of starting a retirement plan. A startup tax credit of up to $500 may be available in each of the first three years – consult a tax advisor for specifics.

### Common elements

- Based on zero revenue sharing investment options, but other share classes and rate levels are available. Investment option costs are additional and will vary based on share class and rate levels selected.
- Easily add a compatible investment fiduciary service.
- Supported by EASE administrative support services which are backed by our service warranty.
- Flexibility in collection of administrative costs.
- Flexibility in advisor compensation arrangements: fee-based and flat commission-based scales are available.

### Fees

**Principal® Flex**

**Sub-advised investment option lineup**

- Choose an investment lineup from our extensive sub-advised investment option platform.
- Scalable for transition to Principal Flex – Open.

<table>
<thead>
<tr>
<th>Total plan assets</th>
<th>Flat annual fee</th>
<th>Annual per participant fee</th>
<th>Asset charge</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under $500,000 in plan</td>
<td>$1,600</td>
<td>$25</td>
<td>0.50%</td>
</tr>
<tr>
<td>$500,000 to $1M in plan</td>
<td>$1,600</td>
<td>$25</td>
<td>0.40%</td>
</tr>
</tbody>
</table>

For startup plans, add a one-time $500 setup fee

**Principal® Flex – Open**

**Small market open architecture approach lineup**

- Choose investment options from Principal® or other investment providers.

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<th>Flat annual fee</th>
<th>Annual per participant fee</th>
<th>Asset charge*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under $500,000 in plan</td>
<td>$2,600</td>
<td>$25</td>
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For startup plans, add a one-time $500 setup fee

*For target date transition with Principal target date series: 0.07% discount

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Assumptions

- **Participant statements.** Quarterly participant statements are available electronically. Participants or their plan sponsors may elect to receive paper statements at no additional cost, which will be sent to the plan sponsor.

- **Summary Plan Description.** Summary Plan Descriptions that are prepared by Principal are available electronically on our participant website.

- **Plan document.** We assume the Principal prototype plan document is used. If our volume submitter plan document is used, there will be additional fees.

Fee payment options

When it comes to how your client wants to collect and pay the administrative costs of the retirement plan, we're flexible. Use any – or a combination – of these methods:

- Reduce the investment returns participants receive (at pro-rata rate)
- Paid by plan sponsor
- Deducted monthly from participant accounts (as a flat dollar or pro-rata rate)

Compensation for financial professionals

These retirement plan packages are based on a modern approach to compensation that makes it clear to separate costs related to recordkeeping versus investment options and compensation. Features include:

- Pricing baseline of zero revenue sharing investment options.
- Flexibility in compensation arrangements: support of fee-based and commission-based.
- Compensation is not included in any of the fees reported here.

Participant transaction fees

These fees are deducted from a participant's account when a service is provided.

<table>
<thead>
<tr>
<th>Service</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Loan origination</td>
<td>$75</td>
</tr>
<tr>
<td>Loan maintenance</td>
<td>$48</td>
</tr>
<tr>
<td>Distribution</td>
<td>$50</td>
</tr>
<tr>
<td>Qualified domestic relations order (QDRO) processing</td>
<td>$350</td>
</tr>
</tbody>
</table>

Additional costs:

- Future plan document changes.
- Optional services are available.

Fee payment options

For additional help, call us today: **800.952.3343**

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Important information

Sub-Advised Investment Options include Separate Accounts available through a group annuity contract with Principal Life Insurance Co. Principal Funds Distributor mutual funds are distributed by Principal Funds Distributor, Inc. Principal Global Investors Trust Company Collective Investment Funds (CITs) available through a participation agreement with the Trust Company. The managers used within our sub-advised investment options can change at any time. Review each investment option for applicable investment manager or investment manager defined by ERISA.

Principal Fixed Income Guaranteed Option (PFIGO) 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.

Principal Comprehensive Retirement Program (PCRP) is offered through the Modular Group Annuity Contract available from Principal Life Insurance Company, Des Moines, Iowa 50392.

Each Principal Strategic Asset Management Portfolio is available through a Separate Account or Principal Funds, Inc. mutual fund. Principal Strategic Asset Management Separate Accounts are made available through a group annuity contract with the Principal Life Insurance Company. Certain investment options and contract riders may not be available in all states or U.S. commonwealths.

Insurance products and plan administrative services provided through Principal Life Insurance Co. Principal Funds, Inc. is distributed by Principal Funds Distributor, Inc. Securities offered through Principal Securities, Inc., 800.547.7754, member SIPC and/or independent broker-dealers. Principal Life, Principal Funds Distributor, Inc. and Principal Securities are members of the Principal Financial Group®, Des Moines, Iowa 50392. Certain investment options and contract riders may not be available in all states or U.S. commonwealths.

Separate Accounts are available through a group annuity contract with Principal Life Insurance Company. See the group annuity contract for the full name of the Separate Account. Principal Life Insurance Company reserves the right to defer payments or transfers from Principal Life Separate Accounts as permitted by the group annuity contracts providing access to the Separate Accounts or as required by applicable law. Such deferment will be based on factors that may include situations such as: unstable or disorderly financial markets; investment conditions which do not allow for orderly investment transactions; or investment, liquidity and other risks inherent in real estate (such as those associated with general and local economic conditions). If you elect to allocate funds to a Separate Account, you may not be able to immediately withdraw them.

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