

Tap in to technology

Exclusive services for clients of Principal®

Innovative solutions

- › **My PERLS®** — web-based software that lets you forecast your ESOP repurchase liability and helps streamline how you meet your annual fiduciary obligations.
- › **Principal e-DistributionSM** and **Principal e-DiversificationSM** — online services that make these processes accurate, easy and efficient for plan sponsors and participants.



My PERLS – Repurchase Liability Planning Simplified

Enjoy the efficiencies and economic benefits of My PERLS — available exclusively to clients of Principal at no added fee

- › **Robust reporting**
 - With a single click, all reports are in a single document.
- › **Automated emails**
 - Create an automated email notification when a scenario is completed and reports are ready. Or...
 - Have an email automatically sent to the My PERLS help team to request follow-up within 48 hours.
- › **Assistance**
 - Help boxes throughout provide additional detail to help you easily navigate MyPERLS.
- › **Releveraging**
 - Create scenarios to see the effects of changing the length of loans, how many shares to relevelage and how to treat additional shares available for repurchase (recycle or redeem).
- › **Price protection**
 - Allows flexibility to input multiple share prices and calculates the impact of cash flow projections.
- › **Points-based allocations**
 - Incorporate an existing points-based allocation or test variations.
- › **Redemption-adjusted share price**
 - Project the share price growth option to consider factors such as the number of shares outstanding and repurchase liability funding.





Principal e-Distribution and Principal e-Diversification* Services save you time

- › **Eligibility determination**
 - Participants eligible for diversification* or a distribution are identified according to the plan's provisions.
- › **Notice of eligibility**
 - Notices are sent to participants with instructions for making an online election.
- › **Call Center support**
 - Call center support is available to answer participant distribution and diversification questions.
- › **Online election option**
 - Participants can complete their election on principal.com .
- › **Participant acknowledgement**
 - We send notices to participants confirming their election was received.
- › **Web update and advice to trustee**
 - Participant balances are updated and Advice to Trustee reports prepared.
- › **Check writing**
 - Checks are cut (or electronic transfers are made) according to participant elections.
- › **Tax reporting**
 - Required tax reporting forms are completed; including Form 1099-R and Form 945.
- › **Plan Sponsor report**
 - Plan Sponsors can monitor the progress and election results throughout the process.

* Available for statutory and additional diversification options.



Put our expertise to work for you...

Principal provides simple instructions to help participants make an online election at principal.com.
Or call us at **800.547.7754** for more information.



principal.com

Your repurchase calculation will be based on the set of assumptions you use within the My PERLS software. Consultants at Principal are available to discuss the results generated by your study and the potential alternatives for addressing repurchase liability issues. You should consult appropriate professionals on all matters related to legal, tax, investment or accounting obligations and requirements.

Participants should consider the differences in investment options and risks, fees and expenses, tax implications, services and penalty-free withdrawals. There may be other factors to consider due to their specific needs and situation. Participants may wish to consult their tax or investment advisor or legal counsel.

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

PQ8305V-06 | 11/2016 | t16103107t5 | © 2016 Principal Financial Services, Inc.