Investment Option Summary

As of 09/30/2024

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.

When you log into your account at **principal.com** and click on Investments > Investment Performance, you can find the following to review investment information.

- The most recent month end performance on an investment option.
- To view asset class descriptions, scroll below the list of available investment options, then click on "View detailed descriptions of all asset classes."
- To view the description of a benchmark for a specific investment, click on the investment name, then Investment Option Profile and scroll to the bottom of the page.

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 and a glossary of terms to assist you in understanding the designated investment options.

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.

Total Investment Expense - Gross is the current maximum expense ratio, as a percentage of assets that can be applied to this investment option. This does not represent the recordkeeping or individual transactional fees that can be deducted from or reduce the earnings for an investment under your account. However, it does include operating expenses, management fees, including 12b-1 fees, and administrative fees.

Total Investment Expense - Net; you will be responsible for this expense and it will be automatically taken prior to calculating performance. Total Investment Expense -Net is the Total Investment Expense - Gross expense ratio less any fee waivers, reimbursements or caps, if applicable. The expenses ratio, as a percentage of net assets, includes operating expenses, management fees, including 12b-1 fees, and administrative fees.

Expense Waiver/Contractual Cap - When gross and net expense ratios differ, the investment adviser may have agreed to waive certain expenses that would normally be payable by the fund or contractually agreed to limit the investment option's expenses.

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.

Asset Class: **Fixed Income**	Investment Category: **High Yield Bond**				Inv Manager or Sub-Advisor: **PGIM Investments, LLC**			
Investment Option Name: **PGIM High Yield R6 Fund** [5,12,13,17,E]	Average Annual Total Return as of 09/30/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	5.67	**8.61**	**16.12**	**2.78**	**4.60**	**5.34**	**6.11**	**10/2011**
Benchmark: **ICE Bofa US High Yield Index**	5.28	8.03	15.66	3.08	4.55	4.95	-	-

Description: The investment seeks to maximize current income; and capital appreciation is a secondary objective. The fund normally invests at least 80% of its investable assets in a diversified portfolio of high yield fixed-income instruments rated Ba or lower by Moody's Investors Service ("Moody's") or BB or lower by S&P Global Ratings ("S&P"), and instruments either comparably rated by another nationally recognized statistical rating organization ("NRSRO"), or considered to be of comparable quality, that is, junk bonds.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per $1,000	Net %				
	0.38/$3.80	0.38	-	2/90 day period	N/A	N/A

Composition (% of Assets) as of 08/31/2024	U.S. Bonds	Non-U.S. Bonds	Pre-ferred	Non-U.S. Stocks	Other	U.S. Stocks	Cash
	82.16	11.97	1.86	1.23	1.09	0.92	0.78

Asset Class: **Fixed Income**	Investment Category: **Intermediate Core Bond**				Inv Manager or Sub-Advisor: **Fidelity Management & Research**			
Investment Option Name: **Fidelity US Bond Index Fund** [2,12,13,17,33,H]	Average Annual Total Return as of 09/30/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	5.17	**4.59**	**11.52**	**-1.39**	**0.34**	**1.82**	**2.23**	**5/2011**
Benchmark: **Bloomberg US Aggregate Bond Index**	5.20	4.45	11.57	-1.39	0.33	1.84	-	-

Description: The investment seeks to provide investment results that correspond to the aggregate price and interest performance of the debt securities in the Bloomberg U.S. Aggregate Bond Index. The fund normally invests at least 80% of the fund's assets in bonds included in the Bloomberg U.S. Aggregate Bond Index. Its manager uses statistical sampling techniques based on duration, maturity, interest rate sensitivity, security structure, and credit quality to attempt to replicate the returns of the Bloomberg U.S. Aggregate Bond Index using a smaller number of securities. The fund invests in Fidelity's central funds.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per $1,000	Net %				
	0.03/$0.30	0.03	-	1/60 day period	N/A	N/A

Composition (% of Assets) as of 08/31/2024	U.S. Bonds	Non-U.S. Bonds	Cash
	93.22	6.41	0.37

Asset Class: **Large U.S. Equity**	Investment Category: **Large Value**				Inv Manager or Sub-Advisor: **American Century Inv. Mgmt.**			
Investment Option Name: **Avantis U.S. Large Cap Value Institutional Fund** [34]	Average Annual Total Return as of 09/30/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	5.42	**15.26**	**27.56**	**-**	**-**	**-**	**18.02**	**6/2022**
Benchmark: **Russell 1000 Value Index**	9.43	16.68	27.76	9.03	10.69	9.23	-	-

Description: The investment seeks long-term capital appreciation. The fund invests primarily in a diverse group of U.S. large-cap companies across market sectors and industry groups. It seeks securities of companies that the Advisor expects to have higher returns by placing an enhanced emphasis on securities of companies with higher profitability and value characteristics. Conversely, the fund seeks to underweight or exclude securities the Advisor expects to have lower returns, such as securities of companies with lower levels of profitability and less attractive value characteristics.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per $1,000	Net %				
	0.16/$1.60	0.16	-	-	N/A	N/A

Composition (% of Assets) as of 06/30/2024	U.S. Stocks	Non-U.S. Stocks	Cash
	98.27	1.00	0.73

Asset Class: **Large U.S. Equity**	Investment Category: **Large Blend**						Inv Manager or Sub-Advisor: **Fidelity Management & Research**	
Investment Option Name: **Fidelity 500 Index Fund** [2,17,31,34,H]	Average Annual Total Return as of 09/30/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	5.88	**22.06**	**36.33**	**11.90**	**15.96**	**13.37**	**13.60**	**5/2011**
Benchmark: **Morningstar US Large-Mid Cap Index**	5.90	21.76	36.30	10.95	15.72	13.15	-	-
Benchmark: **Standard & Poor's 500 Index TR**	5.89	22.08	36.35	11.91	15.98	13.38	-	-

Description: The investment seeks to provide investment results that correspond to the total return performance of common stocks publicly traded in the United States. The fund normally invests at least 80% of assets in common stocks included in the S&P 500(R) Index, which broadly represents the performance of common stocks publicly traded in the United States. It lends securities to earn income.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per $1,000	Net %				
	0.02/$0.20	0.02	-	1/60 day period	N/A	N/A

Composition (% of Assets) as of 08/31/2024	U.S. Stocks	Non-U.S. Stocks	Cash
	99.35	0.63	0.02

Asset Class: **Large U.S. Equity**	Investment Category: **Large Growth**						Inv Manager or Sub-Advisor: **Principal Global Investors**	
Investment Option Name: **Blue Chip Separate Account** [A,3,9,23,F]	Average Annual Total Return as of 09/30/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	4.44	**18.10**	**39.09**	**6.78**	**16.34**	**16.02**	**16.67**	**9/2013**
Benchmark: **Russell 1000 Growth Index**	3.19	24.55	42.19	12.02	19.74	16.52	-	-

Description: The investment seeks long-term growth of capital. The fund normally invests at least 80% of its net assets, plus any borrowings for investment purposes, in equity securities of companies with large market capitalizations at the time of purchase that, in the fund's investment advisor's opinion, display characteristics of a "blue chip" company. The advisor tends to focus on securities of companies that show potential for growth of capital as well as an expectation for above average earnings. The fund invests in securities of foreign companies.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per $1,000	Net %				
	0.41/$4.10	0.38	-	1/30 day period	N/A	12/30/2024

Composition (% of Assets) as of 08/31/2024	U.S. Stocks	Non-U.S. Stocks	Cash
	93.92	6.16	-0.09

Asset Class: **Large U.S. Equity**	Investment Category: **Large Growth**						Inv Manager or Sub-Advisor: **T. Rowe Price/Brown Advisory**	
Investment Option Name: **LargeCap Growth I Separate Account** [A,3,14,23,29]	Average Annual Total Return as of 09/30/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	3.31	**20.26**	**37.66**	**6.07**	**15.41**	**15.01**	**8.97**	**12/2000**
Benchmark: **Russell 1000 Growth Index**	3.19	24.55	42.19	12.02	19.74	16.52	-	-

Description: The investment seeks long-term growth of capital. The fund normally invests at least 80% of its net assets, plus any borrowings for investment purposes, in equity securities of companies with large market capitalizations at the time of purchase. It invests in growth equity securities, an investment strategy that emphasizes buying equity securities of companies whose potential for growth of capital and earnings is expected to be above average, and equity securities of companies with medium market capitalizations. The fund is non-diversified.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per $1,000	Net %				
	0.41/$4.10	0.39	-	-	N/A	02/28/2025

Composition (% of Assets) as of 08/31/2024	U.S. Stocks	Non-U.S. Stocks	Cash	Pre-ferred	Other	U.S. Bonds
	97.10	1.48	1.27	0.09	0.03	0.03

Asset Class: **Small/Mid U.S. Equity**	Investment Category: **Mid Cap Blend**						Inv Manager or Sub-Advisor: **Principal Global Investors**	
Investment Option Name: **MidCap S&P 400 Index Separate Account** A,1,2,8,18,23,28,F	Average Annual Total Return as of 09/30/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	6.91	**13.46**	**26.70**	**7.41**	**11.70**	**10.23**	**9.99**	**8/1999**
Benchmark: **Standard & Poor's 400 MidCap Stock Index**	6.94	13.54	26.79	7.47	11.78	10.32	-	-

Description: The investment option normally invests the majority of assets in common stocks of companies that compose the S&P MidCap 400 Index. Management attempts to mirror the investment performance of the index by allocating assets in approximately the same weightings as the S&P MidCap 400 Index. Over the long-term, management seeks a very close correlation between the performance of the Separate Account before expenses and that of the S&P MidCap 400 Index.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per $1,000	Net %				
	0.05/$0.50	0.05	-	1/30 day period	N/A	N/A

Composition (% of Assets) as of 08/31/2024	U.S. Stocks	Cash	Non-U.S. Stocks
	95.49	2.96	1.55

Asset Class: **Small/Mid U.S. Equity**	Investment Category: **Small Value**						Inv Manager or Sub-Advisor: **American Century Inv. Mgmt.**	
Investment Option Name: **Avantis U.S. Small Cap Value Institutional Fund** [1]	Average Annual Total Return as of 09/30/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	6.80	**8.17**	**24.59**	**10.42**	**-**	**-**	**16.20**	**12/2019**
Benchmark: **Russell 2000 Value Index**	10.15	9.22	25.88	3.77	9.29	8.22	-	-

Description: The investment seeks long-term capital appreciation. The fund invests primarily in a diverse group of U.S. small cap companies across market sectors and industry groups. It seeks securities of companies that the manager expects to have higher returns by placing an enhanced emphasis on securities of companies with smaller market capitalizations and securities of companies with higher profitability and value characteristics. Under normal market conditions, the fund will invest at least 80% of its assets in securities of small capitalization companies located in the United States.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per $1,000	Net %				
	0.25/$2.50	0.25	-	-	N/A	N/A

Composition (% of Assets) as of 08/31/2024	U.S. Stocks	Non-U.S. Stocks	Cash
	96.61	2.62	0.77

Asset Class: **Small/Mid U.S. Equity**	Investment Category: **Small Value**						Inv Manager or Sub-Advisor: **Dimensional Fund Advisors**	
Investment Option Name: **DFA US Targeted Value I Fund** [1]	Average Annual Total Return as of 09/30/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	7.77	**8.30**	**23.89**	**9.68**	**14.03**	**9.47**	**11.13**	**2/2000**
Benchmark: **Russell 2000 Value Index**	10.15	9.22	25.88	3.77	9.29	8.22	-	-

Description: The investment seeks long-term capital appreciation. The fund purchases a broad and diverse group of the readily marketable securities of U.S. small and mid cap companies that the advisor determines to be value stocks with higher profitability. It may purchase or sell futures contracts and options on futures contracts for U.S. equity securities and indices, to increase or decrease equity market exposure based on actual or expected cash inflows to or outflows from the fund.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per $1,000	Net %				
	0.30/$3.00	0.29	-	-	N/A	02/28/2025

Composition (% of Assets) as of 08/31/2024	U.S. Stocks	Non-U.S. Stocks	Cash
	96.67	1.97	1.37

Asset Class: **Small/Mid U.S. Equity**	Investment Category: **Small Blend**						Inv Manager or Sub-Advisor: **Principal Global Investors**	
Investment Option Name: **SmallCap S&P 600 Index Separate Account** A,1,2,7,18,23,28,F	Average Annual Total Return as of 09/30/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	10.06	**9.32**	**25.78**	**3.89**	**10.10**	**9.96**	**9.86**	**8/1999**
Benchmark: **Standard & Poor's 600 Stock Index**	10.13	9.33	25.86	3.99	10.21	10.05	-	-

Description: The investment seeks long-term growth of capital and normally invests the majority of assets in common stocks of companies that compose the S&P SmallCap 600 Index. Management attempts to mirror the investment performance of the index by allocating assets in approximately the same weightings as the S&P 600 Index. Over the long-term, management seeks a very close correlation between the performance of the Separate Account before expenses and that of the S&P 600 Index.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per $1,000	Net %				
	0.05/$0.50	0.05	-	1/30 day period	N/A	N/A

Composition (% of Assets) as of 08/31/2024	U.S. Stocks	Cash	Non-U.S. Stocks
	96.05	3.27	0.68

Asset Class: **Small/Mid U.S. Equity**	Investment Category: **Small Growth**						Inv Manager or Sub-Advisor: **T. Rowe Price Associates, Inc.**	
Investment Option Name: **T. Rowe Price Integrated U.S. Small-Cap Growth Equity Instl** 1,17,G	Average Annual Total Return as of 09/30/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	7.63	**15.93**	**30.66**	**4.34**	**10.42**	**10.80**	**12.33**	**3/2016**
Benchmark: **Russell 2000 Growth Index**	8.41	13.22	27.66	-0.35	8.82	8.95	-	-

Description: The investment seeks long-term growth of capital by investing primarily in common stocks of small growth companies. The fund normally invests at least 80% of its net assets (including any borrowings for investment purposes) in equity securities issued by small-cap U.S. growth companies. The advisor defines small-cap growth companies as those whose market capitalization, at the time of purchase, falls within the range of companies in the MSCI US Small Cap Growth Index, an index designed to capture the securities of small-cap companies exhibiting overall growth style characteristics in the U.S.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per $1,000	Net %				
	0.66/$6.60	0.66	-	1/30 day period	N/A	N/A

Composition (% of Assets) as of 08/31/2024	U.S. Stocks	Non-U.S. Stocks	Cash
	97.66	1.70	0.64

Asset Class: **Global/International Equity**	Investment Category: **Foreign Large Value**						Inv Manager or Sub-Advisor: **Causeway / Barrow Hanley**	
Investment Option Name: **Overseas Separate Account** A,3,4,14,23,F	Average Annual Total Return as of 09/30/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	9.44	**11.05**	**21.32**	**9.86**	**10.89**	**5.89**	**6.76**	**9/2008**
Benchmark: **MSCI EAFE Value Index**	8.89	13.79	23.14	8.94	8.27	4.56	-	-
Benchmark: **MSCI ACWI Ex USA Value Index**	9.26	14.40	24.04	7.49	7.79	4.28	-	-

Description: The investment seeks long-term growth of capital. Under normal circumstances, the fund invests at least 80% of its net assets, plus any borrowings for investment purposes, in equity securities that are tied economically to countries outside the U.S. at the time of purchase. It invests in emerging market securities. The fund invests in value equity securities, an investment strategy that emphasizes buying equity securities that appear to be undervalued. It invests in equity securities of small, medium, and large market capitalization companies.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per $1,000	Net %				
	0.64/$6.40	0.62	-	1/30 day period	N/A	02/28/2025

Composition (% of Assets) as of 08/31/2024	Non-U.S. Stocks	Cash	U.S. Stocks	U.S. Bonds	Other
	98.17	1.07	0.64	0.07	0.04

Asset Class: **Global/International Equity**	Investment Category: **Foreign Large Blend**	Inv Manager or Sub-Advisor: **Fidelity Management & Research**

Investment Option Name: **Fidelity Total International Index Fund** [2,4,H]	Average Annual Total Return as of 09/30/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	7.87	**13.61**	**24.93**	**3.87**	**7.61**	**-**	**7.08**	**6/2016**
Benchmark: **MSCI ACWI Ex USA Index**	8.06	14.21	25.35	4.14	7.59	5.22	-	-

Description: The investment seeks to provide investment results that correspond to the total return of foreign developed and emerging stock markets. The fund normally invests at least 80% of assets in securities included in the MSCI ACWI (All Country World Index) ex USA Investable Market Index and in depositary receipts representing securities included in the index. The MSCI ACWI (All Country World Index) ex USA Investable Market Index is a market capitalization-weighted index designed to measure the investable equity market performance for global investors of large, mid, and small-cap stocks in developed and emerging markets, excluding the U.S.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per $1,000	Net %				
	0.06/$0.60	0.06	-	1/60 day period	N/A	N/A

Composition (% of Assets) as of 08/31/2024	Non-U.S. Stocks	U.S. Stocks	Other	Cash
	99.29	0.56	0.16	-0.02

Asset Class: **Short-Term Fixed Income**	Investment Option Name: **Principal Guaranteed Option**[24,26,35,36,37]

Description: This group annuity contract provides an interest rate guaranteed for a set period of time by Principal Life Insurance Company® (Principal Life). It is backed by the multi-billion-dollar general account of Principal Life, which invests in corporate bonds, asset-backed securities, commercial real estate mortgages, government bonds and short-term cash equivalents. However, money allocated to the Principal® Guaranteed Option (PGO) does not entitle you to participate in the investment experience or performance of the general account. The composite crediting rate (crediting rate) applied to accounts is a weighted average of underlying guarantees provided in the contract. Each underlying guarantee has a final maturity date determined when the guarantee is established. That date can range between 2 and 10 years from the date the guarantee is established. The Term column below provides the targeted average maturity of the underlying guarantees. The crediting rate is reset every 6 months based on the changing weighted average of the underlying guarantees and is announced in advance for the upcoming period. The crediting rate is an effective annual rate and is displayed below net of the Rate Level Service Fee and, if applicable, the Crediting Rate Reduction amount illustrated below. The crediting rate, before fees, is subject to a minimum guaranteed rate defined in the contract. When the crediting rate is reset, the minimum guaranteed rate is also recalculated in accordance with state insurance regulations which utilize U.S. Treasury rates. The formula is further outlined in the group annuity contract. The minimum guaranteed rate will range between 0.15% and 3% depending on market conditions. Benefit payments to participants for plan benefit events, including retirement, termination of employment, disability, plan termination, death, loans, and withdrawals, as allowed by the plan, are made without any surrender charge applying. There are no restrictions or surrender charges on investment transfers initiated by a participant from PGO to non-competing investment options. If the retirement program provides access to PGO and Competing Investment Options, investment transfers directly to Competing Investment Options are not allowed. Competing Investment Options include other guaranteed investment options, stable value, money market, or other short-term fixed income investment options with an average duration of less than two years. Indirect transfers from the PGO to a Competing Investment Option will be subject to an Equity Wash. An Equity Wash requires that transfers be directed to a non-competing investment option for 90 days before a subsequent transfer can be made to Competing Investment Options. A termination of the Plan's Interest, Plan Sponsor's Interest (in the case of a nonqualified deferred compensation plan), or Participating Employer's Interest in the contract, elected by an authorized plan representative, will be paid out in six installment payments over 5 years (subject to additional contractual limitations), or as a single sum payment subject to an Early Termination Charge, whichever the authorized plan representative chooses. PGO may make available higher crediting rates. If these are available and the plan is eligible to move to a higher crediting rate, an authorized plan representative may request to transfer the plan's interest in the contract to a higher crediting rate. The effective date of the transfer will be 24 months after the request. An authorized plan representative may choose an earlier effective date for the transfer, subject to a charge that is equal to a portion (between 45-75%) of the Early Termination Charge. If an authorized plan representative provides termination notice and the single sum payment or first installment payment is within 24 months of the transfer to a higher crediting rate, then the plan's interest or employer's interest may only be made in installment payments. For more information, call the automated phone system at 1-800-547-7754, or see the applicable fact sheet on principal.com.

Rate Level Service Fee	0.00	
Net Crediting Rate (credited to participants)	**Crediting Period**	**Term (underlying guarantees)**
2.55	12/01/2024-05/31/2025	4.0 - 6.0 years

Important Information

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.

Before directing retirement funds to a separate account, investors should carefully consider the investment objectives, risks, charges, and expenses of the separate account as well as their individual risk tolerance, time horizon and goals. For additional information, contact us at 1-800-547-7754.

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.

Investment Options may charge a short-term trading or redemption fee to protect the interests of long-term Contractholders.

[A] Separate Accounts are available through a group annuity contract with Principal Life Insurance Company. Insurance products and plan administrative services, if applicable, are provided by Principal Life Insurance Company, a member of the Principal Financial Group, Des Moines, IA 50392. See the fact sheet for the full name of the Separate Account. Certain investment options may not be available in all states or U.S. commonwealths. Principal Life Insurance Company reserves the right to defer payments or transfers from Principal Life Separate Accounts as described in 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.

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 Separate Account investment option, Total Investment Expense net equals the sum of these expenses: (a) the amount of money, expressed as a percentage, deducted for the costs of managing a separate account where applicable, fees for plan administrative services and agent compensation, plus (b) if the separate account invests in an underlying mutual fund, the total fund operating expenses of the underlying mutual fund, plus (c) if an underlying 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 gross Total Investment Expense may change if an underlying mutual fund's allocation of assets to other mutual funds changes.

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.

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Insurance products and plan administrative services are provided by Principal Life Insurance Company. 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. Principal Securities, Inc. and Principal Life are members of the Principal Financial Group, Des Moines, IA 50392.

Several investment 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.

This report includes investment options that contain information from a variety of sources. Morningstar generally provides holdings information, operations data, and rankings or statistics proprietary to Morningstar. Morningstar is also the source of information on certain mutual funds.

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.

Principal Life is an investment manager as defined in ERISA with regard to its Separate Accounts.

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] This Separate Account invests solely in the least expensive share class of the Principal Funds. All voting rights associated with ownership of shares in the mutual fund are the rights of the Separate Account, not of contract holders investing in the Separate Account. For further information on the underlying mutual fund, see the prospectus of the fund.

[4] International and global investment options are subject to additional risk due to fluctuating exchange rates, foreign accounting and financial policies, and other economic and political environments.

[5] High yield investment options are subject to greater credit risk and volatility that is associated with high yield bonds.

[6] 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.

[7] S&P 600 is a trademark of S&P Global and is used under license. The product is not sponsored, endorsed, sold or promoted by Standard & Poor's and Standard & Poor's makes no representation regarding the advisability of investing in the product.

[8] S&P 400 is a trademark of S&P Global and is used under license. The product is not sponsored, endorsed, sold or promoted by Standard & Poor's and Standard & Poor's makes no representation regarding the advisability of investing in the product.

[9] These calculated returns reflect 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. For time periods prior to inception date of the fund, predecessor performance is reflected. 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.

[10] 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.

[11] 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.

[12] 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.

[13] Fixed-income and asset allocation investment options that invest in mortgage securities are subject to increased risk due to real estate exposure.

[14] This Separate Account invests solely in the least expensive share class of a mutual fund (Fund) from Principal Funds, Inc. Principal Global Investors, LLC invests up to 30% of the Fund's assets in equity securities in an attempt to match the performance of the Fund's benchmark index. The Fund's remaining assets are managed by the sub-advisors.

[15] Asset allocation and diversification do not ensure a profit or protect against a loss. Additionally there is no guarantee this investment option will provide adequate income at or through retirement.

[16] The Investment Advisor will display "Multiple Sub-Advisors" for certain target-date, target-risk and specialty investment options where the assets are directed by the Investment Manager to multiple underlying investment options. These underlying investment options may use multiple sub-advisors who are responsible for the day-to-day management responsibilities.

[17] For 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 investment, 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 or if CIT, the offering document for more information on specific expenses, and the investment options most recent shareholder report for actual date of first sale. For a CIT, you may need to contact the plan sponsor or plan advisor, if applicable. Expenses are deducted from income earned by the investment option. As a result, dividends and investment results will differ for each share class.

[18] The risks associated with derivative investments include that the underlying security, interest rate, market index, or other financial asset will not move in the direction the Investment Adviser and/or Sub-Advisor anticipated, the possibility that there may be no liquid secondary market, the risk that adverse price movements in an instrument can result in a loss substantially greater than a fund's initial investment, the possibility that the counterparty may fail to perform its obligations; and the inability to close out certain hedged positions to avoid adverse tax consequences.

[19] International and global investing involves greater risks such as currency fluctuations, political/social instability and differing accounting standards.

[20] For the Principal LifeTime Hybrid Collective Investment Funds (CITs), Total Investment Expense Net equals the sum of these expenses: (a) the amount of money, expressed as a percentage, deducted for the cost of managing the collective investment trust, and where applicable, plus (b) if the collective investment trust invests in an underlying mutual fund, separate account, or collective investment trust, the total investment operating expenses of the underlying investment option, as listed in the most recent prospectus if applicable.

[21] The Principal LifeTime Hybrid Collective Investment Funds (CITs) are collective investment trusts maintained by Principal Global Investors Trust Company, (the Trust Company). The Trust Company has retained Principal Global Investors, LLC (the Adviser), to serve as investment adviser with respect to the CITs, subject to the Trust Company's supervision and review. The Adviser is an indirect wholly owned subsidiary of Principal Financial Group. Inc. and is under common control with the Trust Company. The Adviser also manages portfolios which may be included as underlying investments in the CITs. The Adviser receives management fees from these portfolios. The Adviser or other affiliates of the Trust Company may provide services to the CITs and may receive fees for such services. The CITs are available only to certain qualified retirement plans and governmental 457(b) plans.

[22] The Trust Company is regulated by the State of Oregon. Units of the CITs are not deposits or obligations of, guaranteed by, or insured by the Trust Company or any affiliate, and are not insured by the FDIC or any other federal or state government agency. The value of the CITs will fluctuate so that when redeemed, units may be worth more or less than the original cost. A copy of the participation agreement can be obtained from your plan administrator or investment contact.

[23] Investment manager/sub-advisor means either the Investment Advisor or Sub-Advisor to the investment option or the underlying asset(s). Principal Life Insurance Company is the Investment Manager as defined by ERISA, with regard to the assets of some Separate Accounts. Refer to the factsheet for more information.

[24] Principal Guaranteed Option is not FDIC insured and is not an obligation or deposit for any bank nor guaranteed by a bank. The guarantees provided with regard to the Principal Guaranteed Option are supported by the general account of Principal Life. Principal Guaranteed Option is the Custodial Guaranteed Option Group Annuity Contract available through Principal Life Insurance Company, a member of the Principal Financial Group®, Des Moines, Iowa, 50392.

[26] The Principal Guaranteed Option is a guarantee backed by the general account of Principal Life Insurance Company. As a guaranteed contract, 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 a part of the overall fee arrangement that the plan pays for recordkeeping and administrative services provided to the plan, as elected by an authorized plan representative.

[28] For the NE Rate level, Principal Life Insurance Company (Principal Life) 1. pays the Sub-Adviser the management fee and compensation for services provided to the separate account, and 2. pays the separate account the expected operating expenses proportionally attributable to the NE Rate level in the maintenance of the Separate Account. Operating expenses may be greater or less than expected in any given period. The NE Rate level is only available to Contract holders who meet certain requirements and select certain additional products and services made available by Principal Life or an affiliate. Ask your Principal representative for additional details.

[29] This investment option is considered non-diversified, which means it, or the underlying mutual fund, can invest a higher percentage of its assets in fewer individual issuers than a diversified investment. As a result, changes in the value of a single investment could cause greater fluctuations, gain or loss, in the net asset value than would occur if it was more diversified.

[30] Selecting a target date fund series is also authorizing any additional vintage which is launched by the investment provider for the series, and included in their associated materials, to be added to the plan after proper notification.

[31] The total investment expense is 0.015%.

[32] There is no guarantee that a target date investment will provide adequate income at or through retirement. A target date fund's (TDF) glidepath is typically set to align with a retirement age of 65, which maybe your plan's normal retirement date (NRD). If your plan's NRD/age is different, the plan may default you to a TDF based on the plans NRD/Age. Participants may choose a TDF that does not match the plan's intended retirement date but instead aligns more to their investment risk. Compare the different TDF's to see how the mix of investments shift based on the TDF glide path.

[33] The total investment expenses is 0.025%.

[34] Investing involves risk, including possible loss of principal. Equity investment options involve greater risk, including heightened volatility, than fixed-income investment options.

[35] Nonqualified plan sponsors may include Principal Guaranteed Option as an available investment option to reference when measuring a nonqualified participant's benefits, as described in certain nonqualified plan materials. The guarantee of principal and interest through the group annuity contract is not a representation that a nonqualified plan sponsor holds any assets for paying these benefits.

[36] An interest in Principal Guaranteed Option may be obtained by a nonqualified plan sponsor to use that interest as a corporate asset to aid in financing liabilities to nonqualified plan participants. Participants in a nonqualified plan do not own an interest in the contract, although a liability owed to a nonqualified participant may be tracked by an interest attributed to such nonqualified participant. All limitations on transfers and withdrawals, including surrender charges and early termination charges, apply to the Plan Sponsor's Interest in the contract with respect to a nonqualified plan.

[37] Participating Employer's Interest applies where the retirement plan that has an interest in Principal Guaranteed Option is a Pooled Employer Plan or a Multiple Employer Plan.

[38] Additional target date portfolios may be added to the Principal LifeTime Hybrid portfolios series to accommodate plan participants with later normal retirement dates as they enter the workforce. Participants may also choose a portfolio with a target date that does not match the intended retirement date. Compare the different portfolios to see how the mix of investments might shift.

[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.

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