

# Plan Summary



## Eligibility and entry

All employees eligible for the plan	Yes
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### Requirements for all contributions

Age	None
Service	None
Hours of service	Not applicable
Entry service period	Not applicable
Entry date	Immediate



## Deferrals and employee contributions

<b>Elective deferral contributions</b>	Allowed	Elective deferral (pre-tax) Catch-up deferral (pre-tax) Roth deferral (after-tax) Roth catch-up deferral (after-tax)
<b>Minimum deferral</b>	None	
<b>Maximum deferral</b>	None	
<b>When deferrals can be changed</b>	Any date	
<b>When deferrals can be stopped</b>	Any date	
<b>Auto enrollment and features</b>	Yes Contribution arrangement Auto enrollment percent  Auto increase percent	Automatic contribution arrangement (ACA) 5% of eligible pay Applied when participants enter or re-enter the plan A one-time re-enrollment may apply to current participants. Refer to the Automatic Contribution Arrangement Notice for confirmation. 1% each 04/01 until a maximum of 10%
<b>Rollovers</b>	Allowed	

## Plan Summary continued



### Employer contributions

<b>Matching contributions</b>	Allowed Match formula: Discretionary Catch-up contributions matched: Yes Vesting schedule: Immediate
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### Loans

<b>Loans allowed</b>	Number of outstanding loans allowed: 1 Number allowed in a 12-month period: 3 Interest rate: determined when you apply
<b>Minimum amount</b>	\$1,000
<b>Maximum amount</b>	The lesser of: \$50,000 50% of the participant's vested account reduced by any outstanding loan balance
<b>Vested contributions available</b>	All contributions
<b>Term of loan</b>	5 years, longer durations may be allowed if loan is taken for the purpose of purchasing a primary residence



### In-service withdrawal options

<b>Financial hardship</b>	Availability: anytime
<b>Rollover</b>	Availability: 1 allowed in a 12-month period
<b>Voluntary</b>	Availability: 2 allowed in a 12-month period
<b>Age 59 1/2</b>	Availability: 3 allowed in a 12-month period



### Retirement and other benefits

<b>Normal retirement age</b>	62	
<b>Normal retirement date</b>	The date you reach your normal retirement age	

## Plan Summary continued

### Retirement and other benefits continued

<b>Start of retirement benefits before termination from employment</b>	On or after the later of: • Your normal retirement date • Age 59 1/2	
<b>Small amounts force out limit</b>	\$5,000	Rollovers are included in this amount Automatic rollover distribution: • IRA rollover with Principal Bank
<b>Total disability</b>	Allowed	Must have a severance from employment: Tied to Social Security disability
<b>Deemed severance for military service</b>	Allowed	
<b>Distribution at termination of employment</b>	Allowed	
<b>Distribution at death</b>	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](http://principal.com).**

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