



Principal Life Insurance Company
Des Moines, IA 50306-9394

My personal information (please print with black ink)

Name			Phone number		Email address
_____	_____	_____	-	-	_____
Last	First	MI	<input type="radio"/> Home	<input type="radio"/> Mobile	

Address

_____	_____	_____	_____	_____
Street	City	State	Zip	Country

Social Security number	Date of birth	Gender	Marital status
_____-_____-_____	____/____/____	<input type="radio"/> Male <input type="radio"/> Female	<input type="radio"/> Single <input type="radio"/> Married

Expected retirement age	Original date of employment	NOTE: The email address you submit will be used for services provided by Principal Financial Group®, unless otherwise elected. We will not provide your email to third parties unless you consent. For more information, see your privacy policy at principal.com.
_____	____/____/____	
If you were rehired, complete these dates:	Date of termination	Date of rehire
	____/____/____	____/____/____

Rollover funds **Yes!** Help me roll over retirement savings from a previous employer's retirement plan. Call Principal at 1-800-547-7754, Monday - Friday, 7a.m. - 9 p.m. CT.

Complete if you would like to consolidate retirement savings. Please call or email me to discuss my options. My estimated rollover balance is \$ _____.

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^A

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

I elect to contribute _____% (0% to 100%) or \$_____ of my current and future pay per pay period before taxes, and/or I elect to contribute _____% (0% to 100%) or \$_____ after taxes as Roth after-tax elective deferral contributions. This will also apply for my current and future bonus pay.

I am already enrolled, but I want to change my contribution to _____% (0% to 100%) or \$_____ of my current and future pay per pay period as pre-tax contributions, and/or change my contribution to _____% (0% to 100%) or \$_____ of my current and future pay per pay period as Roth after-tax elective deferral contributions. This will also apply for my current and future bonus pay.

My contributions

I choose **not to contribute** to the retirement plan at this time.

^A Elective deferral contributions are limited to the lesser of the plan or IRS Limit for the current calendar year.

2 My investment choices

Please elect **one of the two choices** by checking the box(es) and completing the applicable information for your choice.

(If you're already enrolled and want to make changes to how future contributions are directed, visit principal.com or call 800-547-7754.)

Choice A: Quick Option — Principal LifeTime Separate Accounts

I elect a **Quick Option — Principal LifeTime Separate Accounts**

I understand contributions will be directed to the plan's Qualified Default Investment Alternative; one of the Principal LifeTime Separate Accounts based on the plan's normal retirement date.¹ I have read the plan's QDIA notice and enclosed investment information related to this investment. **I do not want to make another investment election at this time, and this will be treated as my investment option direction.**

Still need help? Log into your account at principal.com for more investment options available to you through your employers retirement plan.

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

➤ If you've completed this section, move ahead to **My signature!** **3**

¹ Principal LifeTime Separate Accounts 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 plan's QDIA - Principal LifeTime Separate Accounts 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 Build My Own Portfolio section of this form or visiting principal.com.

Choice B: Build my own portfolio

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

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

	Employer	Elective deferral	Qualified non-elective
--	----------	-------------------	------------------------

Short-Term Fixed Income

Principal Global Investors

Liquid Assets Separate Account ^A	_____ %	_____ %	_____ %
Short-Term Income Separate Account ^A	_____ %	_____ %	_____ %

Fixed Income

My investment choices

	Employer	Elective deferral	Qualified non-elective
--	----------	----------------------	---------------------------

BlackRock Financial Mgmt, Inc.

Inflation Protection Separate Account ^A	_____ %	_____ %	_____ %
--	---------	---------	---------

Principal Global Investors

Core Fixed Income Separate Account ^A	_____ %	_____ %	_____ %
High Yield Separate Account ^A	_____ %	_____ %	_____ %

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	_____ %	_____ %	_____ %
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	_____ %	_____ %	_____ %
Principal LifeTime 2060 Separate Account ^A	_____ %	_____ %	_____ %
Principal LifeTime 2065 Separate Account ^A	_____ %	_____ %	_____ %

Large U.S. Equity

Principal Global Investors

Blue Chip Separate Account ^A	_____ %	_____ %	_____ %
Capital Appreciation Separate Account ^A	_____ %	_____ %	_____ %
Equity Income Separate Account ^A	_____ %	_____ %	_____ %
LargeCap S&P 500 Index Separate Account ^A	_____ %	_____ %	_____ %

Small/Mid U.S. Equity

AB/Brown/Emerald

SmallCap Growth I Separate Account ^A	_____ %	_____ %	_____ %
---	---------	---------	---------

LA Capital Mgmt/Victory

MidCap Value I Separate Account ^A	_____ %	_____ %	_____ %
--	---------	---------	---------

Principal Global Investors

MidCap Growth Separate Account ^A	_____ %	_____ %	_____ %
MidCap S&P 400 Index Separate Account ^A	_____ %	_____ %	_____ %
SmallCap S&P 600 Index Separate Account ^A	_____ %	_____ %	_____ %

Principal Real Estate Inv

Real Estate Securities Sep Acct ^A	_____ %	_____ %	_____ %
--	---------	---------	---------

Vaughan Nelson/LA Capital/H&W

SmallCap Value II Separate Account ^A	_____ %	_____ %	_____ %
---	---------	---------	---------

International Equity

Causeway / Barrow Hanley

Overseas Separate Account ^A	_____ %	_____ %	_____ %
--	---------	---------	---------

Origin Asset Management LLP

International I Separate Account ^A	_____ %	_____ %	_____ %
---	---------	---------	---------

Principal Global Investors

International Emerging Markets Sep Acct ^A	_____ %	_____ %	_____ %
International Equity Index Separate Account ^A	_____ %	_____ %	_____ %
International SmallCap Separate Account ^A	_____ %	_____ %	_____ %

Other

My investment choices

Employer	Elective deferral	Qualified non-elective
_____ %	_____ %	_____ %
100 %	100 %	100 %

Principal Real Estate Inv

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

Total of all lines:

*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.

If you elect to direct funds into the Principal US Property (Separate Account), you may not be able to immediately withdraw them. 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.

Your investment election will be effective when it is received in the Corporate Center of 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 alternative(s): Principal LifeTime Separate Account based on your current age and the plan's normal retirement date.

Please log in to principal.com for more details.

> 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 Principal immediately.

Signature

X _____

Date

_____/_____/_____
/ /

Be sure you have completed all **3 steps** **1** **2** **3**

Return your completed form to your benefits representative.

Important information

Principal, Principal and symbol design and Principal Financial Group are trademarks and service marks of Principal Financial Services, Inc., a member of the Principal Financial Group.

The subject matter in this communication is educational only and provided with the understanding that Principal® is not rendering legal, accounting, or tax advice. You should consult with appropriate counsel or other advisors on all matters pertaining to legal, tax, or accounting obligations and requirements.

- ^A Sub-Advised Investment Options include Separate Accounts available through a group annuity contract with the 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.

Insurance products and plan administrative services are provided through Principal Life Insurance Co., a member of the Principal Financial Group®, Des Moines, IA 50392. Certain investment options and contract riders may not be available in all states or U.S. commonwealths.

- ¹ 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 Build My Own Portfolio section of this form or visiting principal.com.

Information in this enrollment form should not be construed as investment advice.

Your plan sponsor has chosen to make available to you all of the investment options listed on this enrollment form.

This enrollment form 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 three months or has passed a quarter end, you should contact your plan sponsor or log in to principal.com for current retirement plan and investment option information including a prospectus if applicable. The member companies of the Principal Financial Group® prohibit the manipulation of this enrollment form content. If your plan sponsor elects to provide this enrollment form electronically, Principal® is not responsible for any unauthorized changes.

© 2021 Principal Financial Services, Inc.

PG4711-20 | 1555040-032021 | 04/2021

