Retirement Plan Fee Summary

ABC Company

As of: 05/19/2021

Annual Plan & Services Fees

Principal Recordkeeping Fee*	**0.11%**
Revenue Sharing to Recordkeeper[1]	0.00%
Plan fees to be collected	**0.11%**

How Fees Are Collected

Paid by Plan Sponsor^	0.00%
Paid from Participant Accounts^	0.11%

You have chosen to have 0.11% paid from participant accounts.

Your Plan Pricing is Based On

Current Total Assets	$19,000,000
Annual Deposits	$1,000,000
Average Account Balance	$50,000
Active Participants in the Plan	400
Termed employees with an Account Balance	0

How Fees Can Be Paid

- Billed to you, the Plan Sponsor
- Paid from participant accounts
- Offset by revenue shared by investment providers
- Or a combination of these

^Plan fees to be collected are determined by subtracting Revenue Sharing to Recordkeeper from Annual Plan and Services Fee. These fees are calculated annually based on the characteristics of the Plan at that point in time.
*Principal® Recordkeeping fee is guaranteed for the first three years of your agreement based on the illustrated characteristics. The recordkeeping fee includes Core Services and other elected services (if applicable); additional fees may apply for participant transaction fees and Optional Services. A reduction of 5 bps is reflected in this number due to the assumption an Affiliated Lifecycle Transition[2] was utilized during the onboarding of this plan.

Recordkeeping fees are based on a variety of factors including plan characteristics, selected services, and selected investment options. The above illustrated Recordkeeping Fee assumes the plan will utilize an approved Principal guaranteed investment option and the Target My Retirement® service. As plan characteristics or services selected change or investment options are added, changed or removed, recordkeeping fees will be reviewed and may change. There are no additional Fees from any member company of the Principal Financial Group® for this service package.

Core services snapshot

You receive a package of Core Services to help ensure your retirement plan needs are met. In addition to necessary plan services, our Core Services include a number of value-added features to help make managing your retirement plan easier. Principal Life Insurance Company stands behind our services with our Service Warranty[3]; providing a promise of quality service and level of indemnification protection. The listing of our core services and optional services selected by you can be found in your Service and Expense Agreement. You will also have access to an updated list of available services on principal.com.

Our Core Services are provided as part of the fees listed. Participant transaction fees may apply.

A comprehensive list of Core Services is available upon request.

General Services and Reports

- Client Service Team
- Contribution allocation assistance
- Communication & education plan
- Comprehensive investment option material & reporting
- Electronic data reporting
- Eligibility determination (not available for all plan designs)
- Employer login on principal.com
- Non-contributing employee reports
- Due diligence process
- Service Warranty[3]
- Retirement Plan & Investment Review
- Sample participant notices
- Vesting records

Distribution Services

- Benefit event process, including required tax withholding
- Death claims
- Flexible loan options, including electronic signature loans
- QDRO recordkeeping & distributions
- Required minimum distribution
- Small amount payouts

Plan Compliance & Government Filing Services

- Audit package, as required
- Contribution limit monitoring (402(g)/415)
- ERISA 404(c) information
- Form 5500 series annual reports
- Government relations
- Plan compliance testing, as needed
- Plan qualification forms
- SOC1 report

Consulting Services

- Information & resources for fiduciaries
- Legislative updates
- Merger & acquisition assistance
- Plan benchmarking information
- Plan compliance assistance
- Plan illustrations & projections
- Replacement ratio & needs analysis
- Research/technical assistance
- White papers

Participant Services

- Asset allocation alternatives
- Direct rollovers
- Electronic participant magazine
- Flexible enrollment & salary deferral options
- Flexible retirement planning & distribution options
- Participant contact center (toll-free assistance)
- Electronic participant statements
- Personal login on principal.com
- Personalized communication & education materials
- Spanish communication services

What's unique to my plan?

Services Specific to Your Plan

	Cost in dollars
Principal Trust Directed Trust	Included
Quarterly Reports	Included
Plan documents - prototype	Included
Summary plan description - prototype	Included

This list represents services unique to your plan. The core Principal recordkeeping package is summarized on the Core Services page of this document.

Participant Transaction and Service Fees

	Cost in dollars
Loan origination fee	$75.00
Loan Maintenance Fee ($12.00 deducted quarterly)	$48.00
Distributions	$50.00
Qualified Domestic Relations Order (QDRO) processing fee (per event)	$350.00
Target My Retirement®[4] (Annually, pro-rated monthly)	0.50%

The list above includes the most common Participant Transaction Fees. Fees listed are incurred on a per-event or on going service basis. Participant Transaction Fees and Service Fees are deducted from Participant Accounts or billed at the time the Service is performed.

Due to the transition of the Plan to Principal Financial Group, the Participant Transaction Fees may be different than similar transaction fees charged by your previous service provider. Please review carefully for any possible impact on your Plan and / or Participants.

Per-event costs are not subject to any guarantee.

Important information

- This Fee Summary is based on the following information:
  - This is a 401(k) plan.
  - State of Delivery: DELAWARE
  - Deducted or netted fees are determined and processed monthly.
  - Standard investment options include: A Conservative Fixed Income option + Lifecycle Sub-Advised Investment option + 30 additional investment options. Any options beyond these will incur a fee of $250 per investment option.
  - A Principal Life prototype plan document will be used. Your initial plan document draft will be provided at no additional charge. Applicable fees for future changes to your plan document will be billed directly to you at the time the service is performed.
  - We reserve the right to adjust fees if plan characteristics are incorrect or should change. This expense projection is valid for 120 days from the Print Date.
- Principal® charges most Investment Providers an annual Principal® Platform Connectivity Program (Program) Fee for investment options on our platform. If an Investment Provider chooses not to participate in the Program, your Plan may be charged an annual Program Fee of $1,000 to be included as part of your Principal Recordkeeping Fee. Please contact Principal for information on how the Program Fee is paid for any investment options you are considering for your Plan. Specifics on the Program Fee will be set out in your Confirmation of Investment Options (COIO) Letter.
- Principal Life is not paying broker compensation to any Financial Professional for your plan. You may direct us to pay third parties from plan assets, including Financial Professionals. If you want information regarding any Financial Professional compensation, please contact your Financial Professional for this information.
- Deposit Year End Date: 12/31/2022
- Fees may be billed, netted from rate of investment return, or deducted from participant accounts, as directed by an appropriate plan fiduciary.
- The First Deposit Year begins on the stated effective date and ends on the Deposit Year End Date. Subsequent Deposit Years end on the 12-month anniversary of the deposit Year End Date.
- This Fee Summary must be presented by an individual licensed in the applicable State of Delivery. Individual may also need to be a Registered Representative if registered securities are involved.
- This Fee Summary is for illustrative purposes only and does not create, affect or alter any past, present or future agreement or understanding.
- This Fee Summary Principal Life Insurance Company (Principal Life), a member company of the Principal, is submitting for your consideration is based on information concerning your plan submitted to the Principal by your representative. This Fee Summary reflects specific rate level / share class(es) that you and your representative decided upon. You should consider whether the rate level / share class(es) illustrated is most appropriate for you.
- Capitalized terms not defined in this Fee Summary have the same meaning assigned to them under other applicable agreements or contracts.
- The Financial Professional is an insurance producer licensed by the appropriate state. Insurance producers are authorized by their license to confer with purchasers about the benefits, terms and conditions of group annuity contracts; to sell group annuity contracts and to obtain group annuity contracts for purchasers. The role of the financial professional in any particular transaction typically involves one or more of these activities.

  Depending on the contract(s) the purchaser selects, compensation will be paid by the issuer(s) selling the contract or by another third party to the financial professional. Such compensation may vary depending on a number of factors, including the contract(s) and the issuer(s) the purchaser selects, the volume of business a financial professional provides and the profitability of business sold.

  The purchaser may obtain information about compensation expected to be received by the financial professional by requesting such information from the financial professional.

Important information continued

- The Investment Providers and distributors of certain products and investment options have chosen to offer for sale fund share classes and rate levels with service-and distribution-related fees that may or may not be higher than other available share classes or rate levels of the same product or investment option.
- Financial Professionals can make available a variety of products and investment options from a variety of Investment Providers.
- Principal Trust Company℠ is a trade name of Delaware Charter Guarantee & Trust Company, a member company of the Principal Financial Group.
- Insurance products and plan administrative services are provided by Principal Life Insurance Company. Principal mutual funds are part of the Principal Funds, Inc. series. Principal Funds, Inc. is distributed by Principal Funds Distributor, Inc. Securities sold or services offered by a Principal Securities Registered Representative are offered through Principal Securities, Inc., 800-547-7754, member SIPC and/or independent broker/dealers. Principal Funds Distributor, Principal Securities and Principal Life are members of the Principal Financial Group®, Des Moines, IA 50392. Certain investment options may not be available in all states or U.S. commonwealths.
- Quarterly participant statements will be available electronically. Participants may elect to receive paper statements. Plan sponsors can also make this plan-level election for participants.
- 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 or visit principal.com.
- Data will be submitted to us electronically via www.principal.com. Any non-electronic submissions in excess of three in a calendar year will be considered during your next annual expense review and may result in an increase in fees.
- Investment information given or made available to your Financial Professional is representative of a platform you or another plan fiduciary may select from or use to monitor investment alternatives and is not individualized to the needs of any plan. Principal, its affiliates and their employees have not and will not undertake to provide you or your Financial Professional impartial investment advice or to give you or your Financial Professional advice in a fiduciary capacity, unless so indicated under a separate writing. As a service provider, at your direction, we'll provide investment information to assist you and your Financial Professional (if applicable) with your fiduciary responsibilities. You, or another appropriate plan fiduciary, may select a different platform (or set of investment options) which may have an effect on pricing.
- The compensation Principal, as an entity, receives will vary based on investments you or your Financial Professional chooses for your plan. We have detailed the amounts we receive from the various investments you have chosen on your Fee Summary. Our financial interest in other investments available on our platforms may be found on our website under the Investments tab on principal.com.
- Estimated Total Annual Plan Costs does not include indirect compensation such as float, slippage/breakage, certain optional services, or participant transaction fees or other qualified plan expenses that may be incurred from other service providers. Fees include Principal Trust Company Directed Trust Services or Custodial Services, if applicable.
- Principal Life is the legal owner of the Principal Life Separate Account assets under state insurance laws. For purposes of computing its federal income tax obligations, Principal Life must include dividend income received on separate account assets in taxable income and may be eligible for certain deductions and credits attributable to its ownership of separate account holdings. Such deductions and credits include dividends received deductions and foreign tax credits. To the extent available, Principal Life generally seeks to utilize deductions and credits attributable to its separate account assets for purposes of reducing its federal income tax liability. The possibility that Principal Life will receive any financial benefits as a result of the application of U.S. tax laws to the activities of its separate accounts does not influence the separate account investment strategies of Principal Life or their implementation. Please refer to the Principal Disclosure Statement for more information.

Footnotes

1 These are amounts Principal Life as Recordkeeper or an affiliate expects to receive in connection with the services provided to your plan. In the case of mutual funds, these amounts, which include 12b-1 fees, are paid from the mutual funds, including mutual funds provided by an affiliate of Principal Life. Any 12b-1 fees are paid to Principal Securities, Inc. an affiliate of Principal Life. For investment options other than Separate Accounts, these amounts are paid pursuant to contracts between the investment options and Principal Life or its affiliates for services Principal Life or its affiliates provide to retirement plans on behalf of the investment options. In the case of Separate Accounts, these are amounts that are retained by Principal Life, the Investment Provider of the Separate Accounts, and are allocated to recordkeeping based on internal allocation assumptions. Depending on the rate level or share class selected and the agreements in place, a fee credit may be applied to have the effect of reducing the amount of Revenue Sharing Principal Life attributes to the providing of services to the plan. Amounts shown in this column are taken into consideration in setting the price for the investment and service package and do not offset our fees on a dollar-for-dollar basis. For plans that have not entered into a service agreement with Principal Life to provide recordkeeping services, these amounts are for additional administrative and/or reporting services. The Principal LifeTime investment options, Principal LifeTime Hybrid Collective Investment Funds and Principal Strategic Asset Management (SAM) Portfolios invest in underlying investment options. As a result, Total Investment Expense and revenue figures include expenses incurred by the underlying investment options proportionate to their allocations. These underlying expenses and revenue fluctuate throughout the year and are typically updated on an annual basis. We expect the range of fluctuation in disclosed revenue will be no more than an increase or decrease of 0.03%. If the disclosed revenue changes by more than 0.03%, we will notify the plan fiduciary.

2 Reduction in fees is based on your election of our Affiliated Lifecycle Transition Option. Our Affiliated Lifecycle Transition Option includes Principal LifeTime portfolios or Principal LifeTime Hybrid Portfolios. If another transition option is selected, you elect to include more than one target date series, or our Affiliated Lifecycle Transition Option is not maintained in the plan investment lineup, additional fees apply. Your election confirms that you have reviewed our Affiliated Lifecycle Transition Option investment options and deem them to be appropriate for your retirement plan.

3 For comprehensive warranty details on the level of coverage we offer, see the Service Warranty document. Principal Life is not a fiduciary in the broader context of operating any plan.

4 Target My Retirement® is a managed accounts service that provides your participants with a personalized investment strategy. Please refer to your agreement with Morningstar Investment Management LLC and the Target My Retirement® Plan Sponsor Direction document for more details.