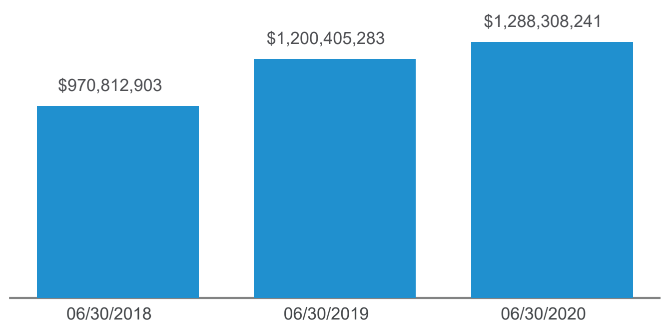
ABC ORGANIZATION SAMPLE PLAN

Retirement Plan Executive Summary

Primary Contract Number: 999999 | Report Date: 09/15/2020

Total Account Value

as of 06/30/2020



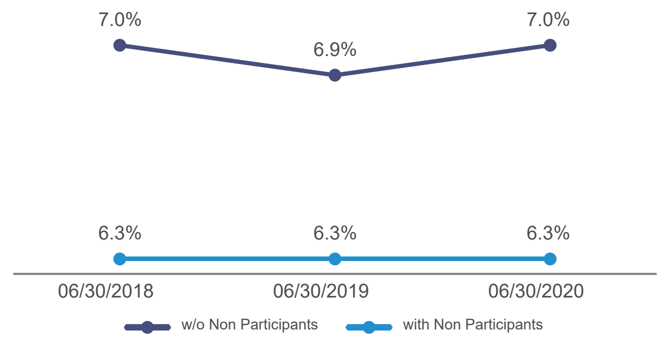
Participant Details

as of 06/30/2020

Total Deferring Participants	14,875
Total Eligible Participants	16,451
Eligible Employees Participating %	90.4%
Eligible Employees Not Participating %	9.6%
Account Values for Participants w/o Term Date	$1,060,263,972
Number of Participants with an Account Value	15,816
Average Account Balance	$67,037
Terminated Participant Account Value	$227,202,778
Terminated Participant Counts	3,436
Highly Compensated Employee Account Value	$479,473,366
Highly Compensated Employee Counts	2,230

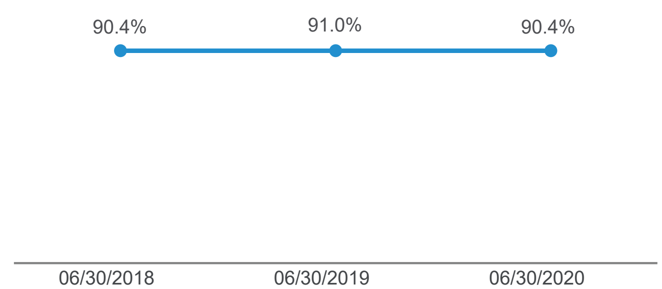
Average Deferral Rates

as of 06/30/2020



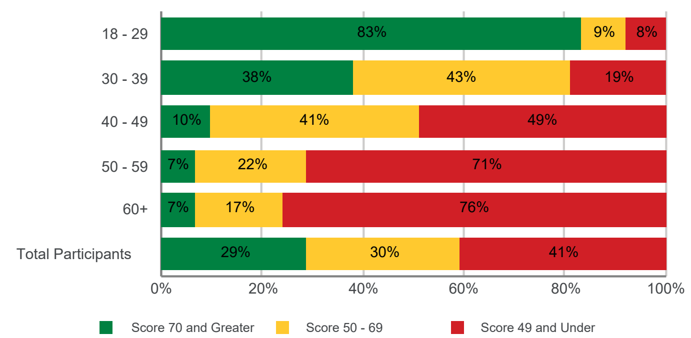
Average Participation Rate

as of 06/30/2020



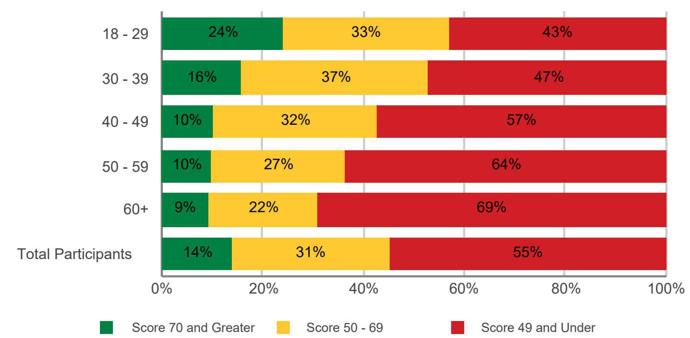
Retirement Wellness Score - Plan Level

as of 06/30/2020



All Defined Contribution Plans

as of 06/30/2020



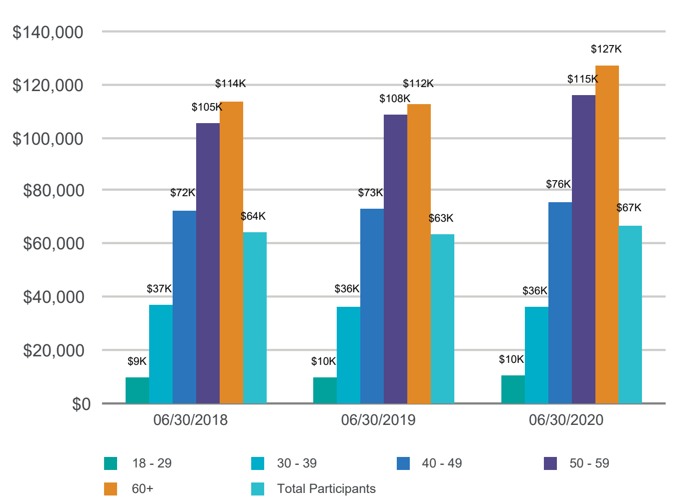
Plan Design and Settings

as of 09/15/2020

Automatic Enrollment	Yes - 3.00%
Auto Enroll Plan Type	QACA
Automatic Increase	Yes - 1.00%
Sweep	None
QDIA Investment Option	Yes
Salary Deferral Service	Yes
Annual Increase Retirement Option	Yes - Participant-Elected Increase Date
Safe Harbor Plan Design	Yes
Roth Contributions Allowed	Yes
# of Available Loans At One Time	2
Hardship Withdrawals Allowed	Yes
Match Type (if allowed)	QACA Basic Match
Match Formula Definition	Match 100% of the first 1.00% of pay then 50% of the second 5.00% of pay Employer Contribution not to exceed $3000

Average Account Values per Active Participants

as of 06/30/2020



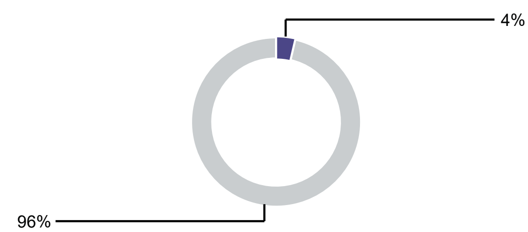
ABC ORGANIZATION SAMPLE PLAN
Retirement Plan Executive Summary
Primary Contract Number: 999999 | Report Date: 09/15/2020
Life Stage Information as of 06/30/2020

	18 - 29	30 - 39	40 - 49	50 - 59	60+	Totals
Total Eligible Participants	2,962	4,113	4,331	3,721	1,324	16,451
Total Deferring Participants	2,733	3,742	3,884	3,333	1,183	14,875
Eligible Employees Participating %	92.3%	91.0%	89.7%	89.6%	89.4%	90.4%
Average Deferral Rate (w/NP)	5.1%	5.7%	6.3%	7.3%	8.7%	6.3%
Average Deferral Rate (w/o NP)	5.5%	6.2%	7.0%	8.2%	9.8%	7.0%
Account Values for Participants w/o Term Date	$29,841,796	$142,623,702	$316,670,627	$411,871,631	$159,256,217	$1,060,263,972
Number of Participants with an Account Value	2,851	3,962	4,178	3,570	1,255	15,816
Average Account Balance	$10,467	$35,998	$75,795	$115,370	$126,897	$67,037
Median Account Balance	$4,856	$15,827	$34,727	$52,330	$63,464	$22,729
Terminated Participant Account Value	$3,298,416	$23,583,565	$48,223,906	$80,730,408	$71,361,244	$227,197,539
Terminated Participant Counts	265	710	861	914	685	3,435
Highly Compensated Employee Account Value	$4,278,360	$57,468,553	$162,411,677	$192,083,756	$63,231,020	$479,473,366
Highly Compensated Employee Counts	74	510	845	606	195	2,230
Non-Highly Compensated Employee Account Value	$25,563,436	$85,155,149	$154,258,950	$219,787,875	$96,025,197	$580,790,607
Non-Highly Compensated Employee Counts	2,777	3,452	3,333	2,964	1,060	13,586
Roth Contributor Account Value	$1,762,000	$6,768,423	$7,357,655	$6,717,277	$3,148,716	$25,754,071
Roth Contributor Counts	363	540	476	342	114	1,835
Outstanding Loan Account Value	$1,460,040	$9,217,823	$17,225,387	$15,521,969	$3,381,137	$46,806,356
Outstanding Loan Counts	453	1,669	2,361	1,915	447	6,845
Annual Increase Counts	704	972	820	507	145	3,148
Participants with Username/Password (YTD)	1859	3203	3488	2906	1030	12486
Participants Logged In (YTD)	1300	2194	2329	1813	638	8274
Two-Factor Authentication Results (YTD)	1,689	2,967	3,234	2,622	920	11,432

Cashflow Summary
as of 06/30/2020

	12/31/2018	12/31/2019	06/30/2020
Contributions	$126,839,902	$151,776,755	$80,885,958
Distributions	($88,790,244)	($115,040,487)	($56,935,880)
Net Amount	$38,049,658	$36,736,268	$23,950,077

Loan Balances as a Percentage of Plan Assets
as of 06/30/2020

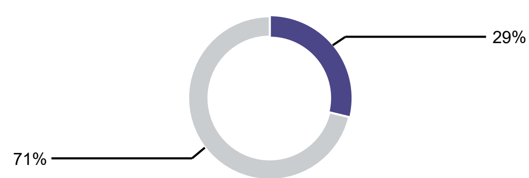


Outstanding loan balances ($46,806,356)
Plan assets minus outstanding loan balances ($1,241,501,886)

Outstanding Loans Summary
as of 06/30/2020

	12/31/2018	12/31/2019	06/30/2020
Participant Count	3,930	4,462	4,548
Loans Count	5,967	6,756	6,845
Average Loans per Participant	1.5	1.5	1.5

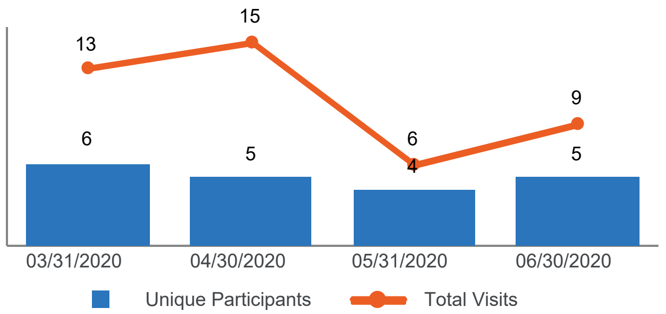
Participants with Outstanding Loans
as of 06/30/2020



Number of participants with outstanding loans (4,548)
Number of participants without outstanding loans (11,268)

ABC ORGANIZATION SAMPLE PLAN
Retirement Plan Executive Summary
Primary Contract Number: 999999 | Report Date: 09/15/2020
Education Overview as of 06/30/2020

Principal® Milestone Use
as of 06/30/2020



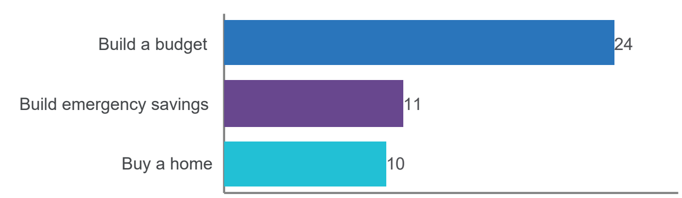
My Virtual Coach
as of 06/30/2020

	06/30/2018	06/30/2019	06/30/2020
Overall			
Participants	109	70	26
Usage Rate	.80%	.43%	.16%
Checkup Topic			
Participants	82	50	25
Average Deferral	8.80%	7.60%	8.20%
Annual Increase Opt In	28.05%	30.00%	28.00%

In these two Education Overview charts, N/A means no reporting is available for that timeframe, while 0 means there is no usage to report in that timeframe.

Principal® Milestones Most Visited Topics
Most Recent Month as of 06/30/2020

Principal® Milestones Most Visited Topics
Year-to-Date as of 06/30/2020



Retirement Wellness Planner Activity
as of 06/30/2020

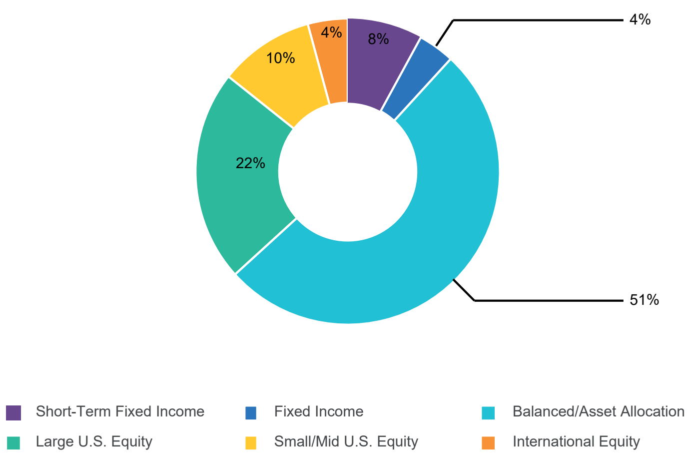
	06/30/2018	06/30/2019	06/30/2020
Visited Planner			
Participants	1,525	1,592	1,438
Usage Rate	11.20%	9.67%	8.72%

ABC ORGANIZATION SAMPLE PLAN
Retirement Plan Executive Summary
Primary Contract Number: 999999 | Report Date: 09/15/2020
Investment Demographics as of 06/30/2020

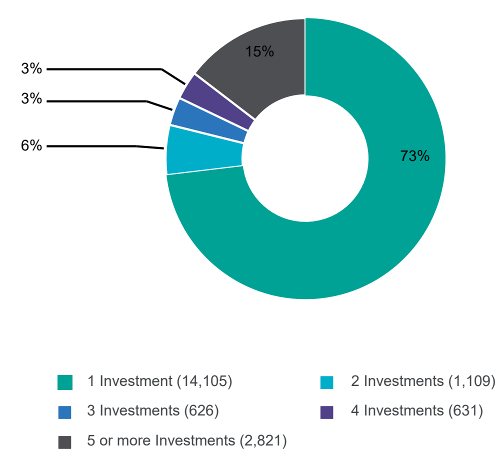
Participant Investment Allocation by Asset Class and Age
as of 06/30/2020

	Short-Term Fixed Income	Fixed Income	Balanced/Asset Allocation	Large U.S. Equity	Small/Mid U.S. Equity	International Equity
18 - 29	$142,707	$208,813	$28,590,801	$2,329,015	$1,183,704	$696,489
30 - 39	$3,582,354	$2,533,291	$120,958,823	$20,196,407	$11,824,113	$7,112,278
40 - 49	$17,785,639	$10,926,512	$200,064,271	$81,183,290	$37,347,414	$17,773,666
50 - 59	$44,225,929	$18,696,664	$218,011,415	$132,062,938	$59,275,759	$20,632,791
60+	$36,892,536	$17,304,643	$95,005,007	$52,765,030	$20,495,133	$8,354,373
Totals	$102,629,165	$49,669,922	$662,630,317	$288,536,680	$130,126,122	$54,569,597

Asset Class Allocation
as of 06/30/2020



Number of Investments Held by Participants
as of 06/30/2020



Investment Option Balances by Asset Class
as of 06/30/2020
Note: Totals may not match other sections in report due to rounding.

	06/30/2018		06/30/2019		06/30/2020	
Asset Class	Total	%	Total	%	Total	%
Short-Term Fixed Income	$74,315,345	8%	$84,411,724	7%	$102,770,363	8%
Fixed Income	$27,227,138	3%	$35,523,255	3%	$49,669,922	4%
Balanced/Asset Allocation	$475,946,620	49%	$620,806,932	52%	$662,635,557	51%
Large U.S. Equity	$228,337,184	24%	$268,770,161	22%	$288,536,680	22%
Small/Mid U.S. Equity	$115,521,954	12%	$135,497,105	11%	$130,126,122	10%
International Equity	$49,464,662	5%	$55,396,105	5%	$54,569,597	4%
Totals	$970,812,903	100%	$1,200,405,282	100%	$1,288,308,241	100%

Target Date Investment Options Use by Participants
as of 06/30/2020

	Participants in a target date only	Participants in target date + other investments
18 - 29	2,875	150
30 - 39	3,924	549
40 - 49	3,570	1,059
50 - 59	2,729	1,249
60+	962	650
Total	14,060	3,657

* Participants without age data on file, and their investments, are not reflected in the Participant Investment Allocation by Asset Class and Age section or the Target Date Investment Options Use by Participants section.

Here are the facts
This is where we explain the numbers, percentages and definitions of the RPES. But, we also want to share why these are important. We want to help you understand the overall health of the plan, who's participating and who isn't. Then, we can help you set plan goals that help prepare your employees for retirement.

Total Account Value: The total value of the participant account balances in the plan, active, terminating, and any hold status (terminated but waiting for recordkeeping processing of Mutual Fund Network assets). It only includes account values recordkept by Principal®.

Did you know? Only four in 10 employees think they're saving enough to reach their retirement goals? (Principal Retirement Readiness Participant Survey, August 2019)

Participant Details
- **Total Deferring Participants:** These are the eligible employees that have contributed to the plan. It represents those with a deferral dollar amount or percent greater than zero.

- **Total Eligible Participants:** These employees have met their plan entry date (the date they can start contributing to the plan). They may represent active or non-participants and don't have termination date coded at Principal.

- **Percentage of Eligible Employees Participating:** Total Deferring Participants divided by Total Eligible Participants. If you subtract that number from 100%, you'll have the Percentage of Eligible Employees Not Participating.

- **Participants w/o Term Date -** Participants with no termination date coded at Principal.
  - **Account Value -** Value of their account balances
  - **Number of Participants -** How many participants with an account value
  - **Average Account Balance -** Account Values divided by Number of Participants

- **Terminated Participants -** Participants in Personal Retirement Account (PRA) status at Principal.
  - **Account Value -** Value of their account balances
  - **Terminated Participant Counts -** How many participants in PRA status

- **Highly Compensated Employees (HCE) -** Active participants with an account value of greater than zero and no termination date coded at Principal.
  - **Account Value -** Value of their account balances
  - **Highly Compensated Employee Counts -** How many Highly Compensated Employees with an account value

Did you know? Employees know they need help and 97% are OK with suggestions on how much to save. (Principal Retirement Readiness Participant Survey, August 2019)

Average Deferral Rates: Remember, neither of the deferral calculations include flat dollar deferrals.
- **Average Deferral Rate (w/o NP) -** This is the average elective deferral made by the plan participants. It's calculated by the Eligible Employees Participating Percentage divided by the Total Deferring Participants. It include eligible participants who aren't making an elective deferral contribution.
- **Average Deferral Rate (w/NP):** This is the average elective deferral made by the plan participants. It's calculated by the Eligible Employees Participating Percentage divided by the Total Eligible Participants. It includes eligible participants who aren't making an elective deferral contribution.

Average Participation Rates: Take the Total Deferring Participants divided by the number of Total Eligible Participants.

Retirement Wellness Score - This is an estimate of the percentage of an individual's pre-retirement income they may expect to replace in retirement. The score is based on savings and projected Social Security Benefits. When participants reach a replacement ratio of 70%, they are considered to be making good progress towards the goal, and their score turns green. We show color breakdown as follows:
- **Plan Level:** Participants who've met their plan entry date as of pervious quarter end, with no termination date coded.

- **All Defined Contribution Plans:** Participants of the defined contribution plan block at Principal.

Deferral rates and salaries are assumed when this information is not on file. A **Locked Score** is for individuals where salary or deferral percentage information is not provided by you or the participant. There may be some instances when a participant's available information doesn't meet the technical requirement to generate a score and won't have a score represented. The assumptions below are used to calculate locked scores:
- **Deferral - 5.5% -** Participants without a deferral rate on file and account balance greater than $0
- **Deferral - 0% -** Participants without a deferral rate on file and account balance of $0
- **Deferral - 0% -** Participants on plans that do not allow elective deferral contributions
- **Salary - $35,000 -** Participants younger than 50 years old
- **Salary - $40,000 -** Participants 50 years old or older

You can find the number of participants whose Retirement Wellness Score use a locked score on the plan sponsor website at principal.com. Under the Participant Wellness Score section, click on the **information button.**

Did you know? Nearly 83% of employees are OK with automatic enrollment at 6% and 83% are fine with an automatic contribution increase of 1% each year up to 10%. (Principal Retirement Readiness Participant Survey, August 2019)

Plan Design and Settings - Specific plan design features and settings based on information Principal has on file.
- **Auto enrollment arrangement types:**
  - **Automatic Contribution Arrangement (ACA) -** Allows plan sponsors to enroll only new hires, not the entire employee population. Notices are required.
  - **Eligible Automatic Contribution Arrangement (EACA) -** Plan sponsors must auto-enroll all their employees, not just new hires.
  - **Qualified Automatic Contribution Arrangement (QACA) -** Plan sponsors can avoid ADP and ACP non-discrimination testing, if applicable, with this type of auto-enrollment. Employer contributions are required at specific rates.

- **Annual Increase (formerly Principal Step Ahead Retirement Option):** Plan participants can set their salary deferral contributions to automatically increase each year by a percentage they choose, up to a limit they choose.

- **Sweep:** A one-time or annual enrollment event that brings ("sweep") non-participants into the plan and increases the deferral rate of low contributors' (no or below default) to the plan's auto enrollment default deferral rate.

Life Stage Information - We provide an age group breakdown of many of the data points from Participant Details, with a few new data points:
- **Non-Highly Compensated Employees -** They are all active (no termination date coded at Principal) with an account value of greater than zero.
  - **Account Value -** Value of their account balances
  - **Non-Highly Compensated Employees Counts:** How many with an account value

- **Roth Contributor -** They are all active (no termination date coded at Principal) with all or a portion of their elective deferrals/assets treated as after-tax Roth contributions.
  - **Account Value:** Account value of Roth elective deferral contributions

- **Roth Contributor Counts:** How many participants with a Roth contribution

- **Loans**
  - **Outstanding Loan Account Value:** Total account value of current participants' outstanding loans
  - **Outstanding Loan Counts:** How many participants with an outstanding loan

- **Annual Increase Counts:** This is the number of participants that have set their salary deferral contributions to automatically increase each year by a percentage they choose.

- **Total Participants with User Name/Password:** Participants who've set up a username and password to access the participant website, which also includes participants not yet eligible to defer, but eligible to roll money into the plan.

- **Total Participants Logged in:** The number of Active participants with User Name/Password who've logged into the participant website year-to-date. Participants can log in without using the two-factor authentication.

- **Two-Factor Authentication Results:** The number of active participants using the two-factor authentication when login in to help safeguard information and account access year-to-date

Cash Flow Summary shows the plan inflows and outflows.
- Inflows are things like participant contributions and outstanding loan payments; outflows can be distributions and loans.
- Beginning balance is "as of" the prior quarter-end; ending balance is "as of" the date reflected.

Loans details include:
- **Outstanding Loan Balances as a Percentage of Plan Assets:** The percentage of the plan's total account value that's represented by the total value of active participants' outstanding loans.
- **Outstanding Loans per Participant:** The number of active participants with loans, total number of outstanding loans, and the average number of outstanding loans per participant.
- **Plan Participants with an Outstanding Loans:** Among plan participants with an account balance, the number (and percentage) of participants that have outstanding loans. You'll also see the number that don't have loans.

Did you know? 65% of employees want workplace education to improve their financial health. ("Principal Retirement Readiness Participant Survey, August 2019")

Education Overview - Are participants taking advantage of the retirement plan education resources available?

- **Principal® Milestones:** Participants who use the holistic financial wellness resources, provided through Principal, ARAG Services, LLC and iGrad, Inc. ("Enrich"). This includes only those who access the resources behind a secure log in.

- **My Virtual Coach**
  - **Participants:** Unique number of individuals that completed a My Virtual Coach conversation. You'll see overall usage followed by conversation topic.
  - **Usage Rate:** The number of participants that completed a My Virtual Coach conversation divided by the number of active plan participants eligible to defer in the plan.

- **Retirement Wellness Planner Activity**
  - **Visited planner:** Eligible participants that visited the Retirement Wellness Planner within the year-to-date.

Investment Demographics shows the investment allocations among the plan and plan participants.

Other asset class includes any Self-Directed Brokerage Account assets.

Number of Investments Held by Participants includes Holding and Special status participants.

Equity investment options involve greater risk, including heightened volatility, than fixed-income investment options.

Fixed-income investments are subject to interest rate risk; as interest rates rise their value will decline.

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

Small and mid-cap stocks may have additional risks including greater price volatility.

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

Values noted do not guarantee any future distributions or returns.

Target Date Investment Options Use by Participants - Participants in a target date only may have elected more than one target date vintage (for example, 2040 & 2045), but they have not elected any other type of investment. Participant in target date + other investments have elected a target date and other types of investments.

About target date investment options:
Target date portfolios are managed toward a particular target date, or the approximate date the investor is expected to start withdrawing money from the portfolio. As each target date portfolio approaches its target date, the investment mix becomes more conservative by increasing exposure to generally more conservative investments and reducing exposure to typically more aggressive investments. Neither the principal nor the underlying assets of target date portfolios are guaranteed at any time, including the target date. Investment risk remains at all times. Asset allocation and diversification do not ensure a profit or protect against a loss. Be sure to see the relevant prospectus or offering document for full discussion of a target date investment option including determination of when the portfolio achieves its most conservative allocation.

The Retirement Wellness Planner information and Retirement Wellness Score are limited only to the inputs and other financial assumptions and is not intended to be a financial plan or investment advice from any company of the Principal Financial Group® or plan sponsor. This calculator only provides generaleducation which may be helpful in making personal financial decisions. Responsibility for those decisions is assumed by the participant, not by the plan sponsorand not by any member of Principal®. Individual results will vary. Participants should regularly review their savings progress and post-retirement needs.

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

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

For use with plan sponsors and financial professionals only; not for use with participants.