



# Welcome!

## We're so glad you're here.

There's a retirement plan waiting for you! In just a few steps, you'll be on your way. Here's what to expect.



## Get your account set up

Visit [principal.com/Welcome](https://principal.com/Welcome) or use the Principal® app. You can also text **ENROLL** to **78259** or complete the enclosed forms.

Sitio web disponible en Español.

### Begin by:

- Setting security preferences
- Reading important plan notices



## Set your contribution

Contributions are one way to help your savings work hard for you. To learn more, visit [principal.com/MatchEnrollmentWebinar](https://principal.com/MatchEnrollmentWebinar).



## Check out the plan's investments

Each investment is different, and you can choose based on your goals and how you feel about risk. You can also pick from the plan's investment options later. But by picking it later, you understand that until you make a new investment selection, you're directing contributions to the plan's default.\*

For a full listing, refer to the **Investment Option Summary**.



\*The plan's participant level default is: American Funds Target Retirement Fund R6. See your investment option summary and qualified default investment alternative notice for important information. If the default is a target date fund series, the applicable target date fund will be based on the plan's normal retirement date.



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

**Investing involves risk, including possible loss of principal.**

**Asset allocation** and diversification does not ensure a profit or protect against a loss. **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. **International and global investing** involves greater risks such as currency fluctuations, political/social instability and differing accounting standards. These risks are magnified in **emerging markets**.

Insurance products and plan administrative services provided through Principal Life Insurance Co. Principal Funds, Inc. is distributed by Principal Funds Distributor, Inc. Securities offered through Principal Securities, Inc., 800-547-7754, member SIPC and/or independent broker-dealers. Principal Life, Principal Funds Distributor, Inc. and Principal Securities are members of the Principal Financial Group®, Des Moines, Iowa 50392. Certain investment options and contract riders may not be available in all states or U.S. commonwealths.

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## Keep going!

You've got this, and we've got your back when it comes to educational resources.

To learn more, visit **principal.com/Welcome** or use the Principal mobile app. You can also text **ENROLL** to **78259**.

Sitio web disponible en Español.



### See your retirement savings in one place

We'll help you roll eligible outside retirement savings into your retirement account.



### Designate a beneficiary

Don't leave the decision up to someone else if something happens to you before retirement. Always designate a beneficiary to ensure the money in your account goes to a loved one.



### Keep in touch

Staying in the know when it comes to retirement planning is a pretty good idea. We'll send you educational information about what's important to you.



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Principal Life Insurance Company  
 Des Moines, IA 50306-9394

**My personal information (please print with black ink)**

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

**Address**

Street	City	State	Zip	Country
_____	_____	_____	_____	_____

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

<b>Expected retirement age</b>	<b>Original date of employment</b>
_____	____/____/____

**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:	<b>Date of termination</b>	<b>Date of rehire</b>
	____/____/____	____/____/____

**Rollover funds**     **Yes!** Help me roll over retirement savings from a previous employer's retirement plan. Call Principal at 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<sup>A</sup>**

**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.

### My contributions

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

### Annual increase

(optional, but may help you stay on track)

In addition to electing to contribute a portion of my current and future pay per pay period, I would also like to automatically increase my contribution amount each year. I may opt out or change the annual increase at any time.

- Increase** my pre-tax salary deferral contribution by \_\_\_\_% or \$\_\_\_\_\_ each year for the next \_\_\_\_ years **or** until my contribution totals \_\_\_\_% or \$\_\_\_\_\_.
- Increase** my after-tax Roth Elective deferral contribution by \_\_\_\_% or \$\_\_\_\_\_ each year for the next \_\_\_\_ years **or** until my contribution totals \_\_\_\_% or \$\_\_\_\_\_.

This increase will be initiated each \_\_\_\_ (month/day) or the next date allowed by the plan.

- Please also apply the annual increase to my salary deferral contribution election(s) for current and future bonuses.

<sup>A</sup> 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](http://principal.com) or call 800-547-7754.)

**Choice A: Quick Option — American Funds Target Retirement Fund R6**

I elect a **Quick Option — American Funds Target Retirement Fund R6**

I understand contributions will be directed to the plan’s Qualified Default Investment Alternative; one of the American Funds Target Retirement Fund R6 based on the plan’s normal retirement date.<sup>1</sup> I have read the plan’s QDIA notice and acknowledge that there is information related to this investment available for me. **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**

<sup>1</sup> American Funds Target Retirement Fund R6 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 - American Funds Target Retirement Fund R6 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
<b>Short-Term Fixed Income</b>		
<b>Morley Capital Management</b>		
Principal Stable Value Z Fund <sup>B</sup>	_____ %	_____ %
<b>Fixed Income</b>		
<b>Amundi Asset Management</b>		
Pioneer Strategic Income K Fund	_____ %	_____ %
<b>Federated Investment Mgmt.</b>		
Federated Hermes Institutional High Yield Bond R6 Fund	_____ %	_____ %
<b>Robert W. Baird &amp; Co. Inc</b>		
Baird Aggregate Bond Institutional Fund	_____ %	_____ %
<b>Balanced/Asset Allocation</b>		
<b>Capital Research and Mgmt Co</b>		
American Funds Target Date Retirement 2010 R6 Fund	_____ %	_____ %
American Funds Target Date Retirement 2015 R6 Fund	_____ %	_____ %
American Funds Target Date Retirement 2020 R6 Fund	_____ %	_____ %
American Funds Target Date Retirement 2025 R6 Fund	_____ %	_____ %
American Funds Target Date Retirement 2030 R6 Fund	_____ %	_____ %
American Funds Target Date Retirement 2035 R6 Fund	_____ %	_____ %
American Funds Target Date Retirement 2040 R6 Fund	_____ %	_____ %
American Funds Target Date Retirement 2045 R6 Fund	_____ %	_____ %
American Funds Target Date Retirement 2050 R6 Fund	_____ %	_____ %
American Funds Target Date Retirement 2055 R6 Fund	_____ %	_____ %

My investment choices

	Employer	Elective deferral
American Funds Target Date Retirement 2060 R6 Fund	_____ %	_____ %
American Funds Target Date Retirement 2065 R6 Fund	_____ %	_____ %
<b>Large U.S. Equity</b>		
<b>Fidelity Management &amp; Research</b>		
Fidelity 500 Index Fund	_____ %	_____ %
<b>JP Morgan Investment Mgmt Inc.</b>		
JP Morgan Large Cap Growth R6 Fund	_____ %	_____ %
<b>Vanguard Group</b>		
Vanguard Equity-Income Adm Fund	_____ %	_____ %
Vanguard Total Stock Market Index Admiral Fund	_____ %	_____ %
<b>Small/Mid U.S. Equity</b>		
<b>Allspring Global Investments</b>		
Allspring Special Mid Cap Value R6 Fund	_____ %	_____ %
<b>American Century Inv. Mgmt.</b>		
American Century Small Cap Value R6 Fund	_____ %	_____ %
<b>Carillon Tower Advisers</b>		
Carillon Eagle Mid Cap Growth R6 Fund	_____ %	_____ %
<b>Fidelity Management &amp; Research</b>		
Fidelity Mid Cap Index Fund	_____ %	_____ %
Fidelity Small Cap Index Fund	_____ %	_____ %
<b>Vanguard Group</b>		
Vanguard Real Estate Index Admiral Fund	_____ %	_____ %
Vanguard Small Cap Growth Index Admiral Fund	_____ %	_____ %
<b>International Equity</b>		
<b>Capital Research and Mgmt Co</b>		
American Funds New World R6 Fund	_____ %	_____ %
<b>Legg Mason Institutional Funds</b>		
ClearBridge International Growth IS Fund	_____ %	_____ %
<b>Total of all lines:</b>	<b>100 %</b>	<b>100 %</b>

If no investment election is received, or contributions are received before your investment election is processed, contributions will be directed according to the plan’s default investment alternative(s): American Funds Target Retirement Fund R6 based on your current age and the plan's normal retirement date.

Please see your investment option summary, qualified default investment alternative notice, or log in to principal.com for more details.

> If you’ve completed this section, move ahead to **My signature!** **3**



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**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

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<sup>B</sup> See the Principal Stable Value Fund Participation Agreement for the full name of this investment option.

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

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](http://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.

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# Safe Harbor Participant Notice

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You are eligible to make salary deferral contributions to the PROFIT SHARING PLAN OF THE METHODIST HOME OF THE DISTRICT OF COLUMBIA for the 2023 plan year. This notice provides you with information to consider before deciding to take no action or to start, continue or change your salary deferral agreement.

## Eligibility and Entry Requirements

You are eligible to join the plan if you:

- Are at least age 21.
- Have completed 1 year of service with the company, in which you worked 1,000 hours.

## Salary Deferral Contribution Plan Provision

You may elect to defer a percentage of your pay each pay period. Your current taxable income is reduced by the amount you contribute through salary deferral. This lets you reduce your current federal and most state income taxes. The Safe Harbor plan allows you to defer 100% of your pay.

- You may also elect to defer a percentage of your pay each pay period as Roth deferrals, which are after-tax contributions.
- This plan allows you to defer 100% of your pay as pre-tax or after-tax salary deferral contributions.

You can enter into an agreement to make or change your salary deferral contribution on any quarterly date. These dates are 1/1, 4/1, 7/1, and 10/1. You will need to complete and sign the salary deferral agreement on or before the date on which it is effective. Once an agreement is in effect, salary deferrals will be payroll deducted from your future checks. You can terminate your agreement at any time.

Pay is defined under the plan as follows: Wages, Tips and Other Compensation Box on Form W-2.

Internal Revenue Service (IRS) regulations or the retirement plan may limit the annual amount of your salary deferral contributions. The IRS and plan limits are described in the Plan's Summary Plan Description (SPD) or can be obtained from your employer.

If you meet the salary deferral contribution limit, you may continue to defer up to the catch-up contribution limit if you are eligible to defer catch-up contributions.

## Safe Harbor Employer Contribution Plan Provision

For the 2023 Plan Year, THE METHODIST HOME OF THE DISTRICT OF will be making the following contribution to the Safe Harbor Plan:

Please note that the plan document may be amended to reduce or suspend the safe harbor match or non-elective contribution at any point during the plan year. If this occurs, a supplemental notice will be provided at least 30 days prior to the reduction or suspension.

### **Qualified Nonelective Contribution:**

A qualified nonelective contribution equal to 3% of your pay for the plan year. Your pay may be restricted to the annual pay limit announced by the IRS<sup>1</sup>.

<sup>1</sup> This limit will be adjusted to reflect any annual cost-of-living increases announced by the IRS.

## Other Employer Contribution Plan Provision

In addition to the above, other employer contributions may be made to the Plan. You should review the Plan's SPD for details regarding these other contributions.

## Vesting Plan Provision

You are always 100% vested in the part of the account resulting from the following:

- Elect Deferral
- Elec Def CthUp
- Qual Nonelect Safe Harbor
- Rollover
- Roth Elect Def Normal
- Roth Def CthUp Normal
- Rollover In-Plan Roth
- Rollover Roth

You may be vested in a percentage of the account from the following contributions:

- ER Match in M
- ER Discretion

The schedule below determines your vesting percentage:

Years of Vesting Service	Vesting Percentage
2	20%
3	40%
4	60%
5	80%
6	100%

## Withdrawal Plan Provisions

The following withdrawals are allowed on the plan. Please note that there are rules and requirements that must be met prior to taking a withdrawal.

- Severance from employment
- Death
- Disability
- Attainment of age 59½
- Plan termination
- Qualified Reservist withdrawal
- Active Military - Deemed Severance withdrawal
- Rollover

## Additional information

For additional information about the Safe Harbor plan, [please contact](#):

SCOTT TAYLOR, CFO  
4901 CONNECTICUT AVE NW  
WASHINGTON, DC 20008  
(202)966-7623  
staylor@foresthillsdc.life

An additional copy of the Summary Plan Description can also be obtained from the above stated contact.

This is a brief summary of the Safe Harbor plan. If there are any discrepancies between this summary and the plan document, the plan document will govern.

# Important Participant Notice Regarding Qualified Default Investment Alternative

You have the right to direct the investment of retirement plan contributions among the investment options offered under the retirement plan. Properly investing retirement contributions is important for planning your future retirement income. You should consider your investment direction decision carefully. This notice provides information regarding where contributions submitted to the retirement plan for your benefit will be directed in the absence of your investment election. You may direct the investment of the retirement funds by visiting [principal.com](http://principal.com).

## Investment Option Default

If you have not provided complete, up-to-date direction as to how the account set up for you under the retirement plan is to be invested, the account will be invested under automatic rules. You need to understand these rules and make sure that you are comfortable with them or that you take action to direct the investment of the account according to your preferences. These rules state that, if we do not have complete investment directions from you, the retirement funds in the account and new contributions for which we do not have direction will be directed to American Funds Target Retirement Fund R6, sub advised by Capital Research and Mgmt Co. Your directions must be received at the Corporate Center of Principal Life Insurance Company®.

See the table below to identify the American Funds Target Retirement Fund R6 that will apply based on your current age and when you will reach the plan's normal retirement date. For information on how you may make an investment direction election, please see the "Right to Direct" section below.

Normal Retirement Date	American Funds Target Retirement Fund R6
2012 or earlier	American Funds Target Date Retirement 2010 R6 Fund
Between 2013 and end of 2017	American Funds Target Date Retirement 2015 R6 Fund
Between 2018 and end of 2022	American Funds Target Date Retirement 2020 R6 Fund
Between 2023 and end of 2027	American Funds Target Date Retirement 2025 R6 Fund
Between 2028 and end of 2032	American Funds Target Date Retirement 2030 R6 Fund
Between 2033 and end of 2037	American Funds Target Date Retirement 2035 R6 Fund
Between 2038 and end of 2042	American Funds Target Date Retirement 2040 R6 Fund
Between 2043 and end of 2047	American Funds Target Date Retirement 2045 R6 Fund
Between 2048 and end of 2052	American Funds Target Date Retirement 2050 R6 Fund
Between 2053 and end of 2057	American Funds Target Date Retirement 2055 R6 Fund
Between 2058 and end of 2062	American Funds Target Date Retirement 2060 R6 Fund
2063 or later	American Funds Target Date Retirement 2065 R6 Fund

**Asset allocation/diversification does not guarantee a profit or protect against a loss.**

Note: Neither the principal nor the underlying assets of the American Funds Target Retirement Fund R6 are guaranteed at any time, including the target date. Investment risk remains at all times.

To learn about the retirement plan's default investment option and related objectives, risk and return characteristics, and associated fees and expenses, please see the following description and attached investment information or Investment Option Summary included in the enrollment workbook for the American Funds Target Retirement Fund R6 that will apply.

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. Neither asset allocation nor diversification can assure a profit or protect against a loss in down markets. 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.

## Right to Direct

If you do not want retirement funds to be directed as indicated above, then you may elect to direct the retirement funds to investment options under the retirement plan by visiting [principal.com](https://principal.com) and logging into the account or by calling 1-800-547-7754.

You may make changes to your investment direction as allowed under the retirement plan. This includes transferring any contributions from the applicable investment option default to another investment option. Transfers out of the investment option default are not subject to restrictions, fees or expenses<sup>1</sup> for a 90-day period, unless the fees and expenses are charged on an ongoing basis for the operation of the investment<sup>2</sup>. See the attached investment information for information regarding restrictions, fees or expenses after the 90-day period.

## Additional Information

For additional information about the investment option default or other investment alternatives under the plan please visit [principal.com](https://principal.com) or contact:

SCOTT TAYLOR, CFO  
4901 CONNECTICUT AVE NW  
WASHINGTON, DC 20008  
(202)966-7623  
[staylor@foresthillsdc.life](mailto:staylor@foresthillsdc.life)

<sup>1</sup> Includes surrender charges, liquidation or exchange fees, redemption fees and similar expenses charged in connection with the liquidation of, or transfer from, the investment option default.

<sup>2</sup> Includes investment management fees, distribution and/or service fees, "12b-1" fees, or legal, accounting, transfer agent and similar administrative expenses.

# ERISA 404 retirement plan and investment information

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04/16/2023

The retirement savings plan offered by THE METHODIST HOME OF THE DISTRICT OF is a great way to help you save for the life you want in retirement. PROFIT SHARING PLAN OF THE METHODIST HOME OF THE DISTRICT OF COLUMBIA (the Plan) has fees associated with the services and resources provided by the Plan.

## Plan Fiduciary

The Plan Fiduciary is the individual(s) who has authority over the operation and administration of the Plan and its retirement funds. The Plan Fiduciary is typically your employer, and may also be called the Plan Sponsor.

## Plan Administrator

The Plan Administrator, who is also a Plan Fiduciary, has the authority over the operation and administration of the Plan. If you have questions about the investment options available under the Plan or would like paper copies of additional investment information, you can obtain this information on [principal.com](https://www.principal.com) or by contacting the Plan Administrator:

**THE METHODIST HOME OF THE DISTRICT OF  
4901 CONNECTICUT AVE NW  
WASHINGTON, DC 20008-2022  
202-966-7623**

## Information about ERISA Section 404(c)

The Employee Retirement Income Security Act (ERISA) provides rules on the investment of retirement funds. THE METHODIST HOME OF THE DISTRICT OF has chosen to qualify the Plan as an ERISA 404(c) plan and intends to comply by providing information for you to make educated investment decisions and by letting you:

- Direct the investment of individual retirement accounts
- Choose from at least three diverse investment options
- Change investment choices at least quarterly

This means the Plan Fiduciary should not be liable for any investment losses that result from a participant's investment control.

## Your future, your choice

The Plan Fiduciary makes certain investment options available to you under the Plan. But you are responsible for directing the retirement funds to the options available in the Plan that work best for you. You can make changes to your investment mix by logging into your account at [principal.com](https://www.principal.com). Learn more about the investment options available under the Plan online and in the Investment Option Summary.

## Directing or transferring between investment options

Certain investment options may have restrictions. See the Investment Option Summary for details.

You can direct or transfer retirement funds between the different investment options at least quarterly, but the Plan may allow for more frequent transfers and changes. To update investment elections for your current balance or future contributions, log in to your account at [principal.com](https://principal.com) or call us at 800.547.7754.

### Voting rights

A description of the exercise of voting, tender and similar rights for an investment alternative and any restrictions on these rights can be found in the relevant Plan document or trustee powers section of the trust agreement. If you would like copies of these documents, contact the Plan Administrator, if applicable.

### Fees and expenses<sup>+</sup>

For the current year, an annual Plan administrative expense of 0.6100% applies to your account balance. One-twelfth of the total amount will be deducted from your account balance each month.

Plan administrative expenses typically cover items such as recordkeeping, participant website access, participant statements, Plan compliance services and financial professional services.

Occasionally, there may be additional Plan expenses during normal Plan operation for services such as legal, auditing, other service provider, consulting or investment advice. The Plan Fiduciary determines how these expenses are allocated at the time the expenses are paid. These expenses are typically allocated among participants based on participant account balance, but may be allocated by dividing the total expenses to be deducted by the total number of participants in the Plan. You can view the dollar amount of applicable expenses under your account at [principal.com](https://principal.com) and on your statement.

### Participant-level fees

Participant transaction fees will be charged to your account balance for the services you choose to use. Participant transaction fees for the Plan include:

- **Distribution fee:** \$50.00
- **Distribution in-kind fee:** \$50.00
- **Qualified Domestic Relations Order processing fee:** \$350.00 for each Domestic Relations Order processed. The fee is divided equally between the participant and the alternate payee involved unless specified differently within the Domestic Relations Order or the Plan's Administrative Procedures.
- **Wire transfer fee:** \$25.00
- **Fee for overnight mailing a check:** \$25.00
- **Stop payment fee:** \$25.00
- **402(g) refund fee (deferral contributions made in excess of IRS limit):** \$50.00

<sup>+</sup> If you have a balance in an investment that is excluded from the collection of expenses, we will collect the expense from the balances in other investments, beginning with the investment with the largest balance.

### The following information is available upon request from the Plan Administrator (at no charge):

- Copies of prospectuses (or any short-form or summary prospectuses) for the investment options
- Copies of any financial statements or reports, such as statements of additional information and shareholder reports, and of any other similar materials relating to the Plan's designated investment options
- A statement of the value of a share or unit of each designated investment option and the date of the valuation
- A list of the assets comprising the portfolio of each investment option which constitute Plan assets and the value of each asset (or the proportion of the investment which it comprises)
- The following information about each investment option (including fixed-return investment options) available under the Plan: issuer name, investment objective, principal strategies and risks, turnover rate, performance, and fee and expense information
- To the extent a group annuity contract under the Plan permits you to select an annuity guaranteed by an insurance company, a statement that the guarantee provided by the insurance company is subject to its long-term financial strength and claims-paying ability



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To help you make informed investment choices and for more information about the investment options available to you, including investment objectives, performance and fees, please review the enclosed materials or visit [principal.com](http://principal.com).

For important information on the plan's investment options, see the Investment Option Summary.

Insurance products and plan administrative services provided through Principal Life Insurance Co. Securities are offered through Principal Securities, Inc, 800-547-7754, [member SIPC](#) and/or independent brokerdealers. Securities sold by a Principal Securities Registered Representative are offered through Principal Securities, Inc., Principal Securities and Principal Life are members of the Principal Financial Group, Des Moines, Iowa, 50392. Certain investment options may not be available in all states or U.S. commonwealths.

PT249H | 1942554-122021 | 12/2021



# Investment Option Summary

**As of 03/31/2023**

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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. For additional information on the investment options, including most recent month-end performance, log in to the Principal Financial Group® website at [principal.com](http://principal.com) or call our automated phone system at 1-800-547-7754.

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.

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.

For a glossary of terms to assist you in understanding the designated investment options, log in to your account at [principal.com](http://principal.com).

**Asset Class: Short-Term Fixed Income**

This asset class is generally composed of short-term, fixed-income investment options that are largely liquid and are designed to not lose much value. These investment options may include stable value, money market, short-term bond, and guaranteed interest accounts. They are considered to be among the least risky forms of investment options. However, they typically have a lower rate of return than equities or longer-term fixed income investment options over long periods of time. Depending on the objectives of the investment options, they may experience price fluctuations and may lose value.

Investment Category: **Stable Value**

Inv Manager or Sub-Advisor: **Morley Capital Management**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
<b>Principal Stable Value Z Fund <sup>29</sup></b>	<b>0.62</b>	<b>2.07</b>	<b>1.83</b>	<b>2.00</b>	<b>1.75</b>	<b>3.34</b>	<b>1.82</b>	<b>1.97</b>	<b>1.72</b>	<b>3.35</b>	<b>1/1997</b>
Benchmark: <b>Bloomberg US Government 1-3 Year Index</b>	1.59	0.23	-0.83	1.09	0.81	-	-3.81	0.74	0.66	-	-

**Description:** The objective of the Fund is to provide preservation of capital, relatively stable returns consistent with its comparatively low risk profile, and liquidity for benefit responsive plan or participant payments. The Fund primarily consists of a diversified portfolio of Stable Value Investment Contracts (Investment Contracts) issued by life insurance companies, banks and other financial institutions, the performance of which may be predicated on underlying fixed income investments. The principal value of these assets is designed to remain stable regardless of stock and bond market fluctuations. The Fund is typically appropriate for investors who desire low volatility, stable principal value, and returns commensurate with a capital preservation objective for a component of their retirement savings. The Fund is designed for long-term retirement investing. If the retirement program provides access to the Fund and competing investment options, then participant transfers, either directly or indirectly, to competing investment options will be subject to an Equity Wash. An Equity Wash requires that transfers must be directed to a non-competing investment option under the plan for 90 days before such transferred amounts may be directed to any other competing investment option. Competing investment options include other guaranteed investment options, and cash account, money market, other short-term fixed income investment options with an average duration of less than two years, or investment options where the principal amount is guaranteed to Plan participants. For more information, see the applicable fact sheet on principal.com for a more complete description of this investment.

Composition (% of Assets) as of 12/31/2022				Fees & Expenses		# of Transfers Allowed/Time Period
U.S. Bonds	91.23	Other	5.02	Total Inv Exp Net %	0.32	-
Cash	3.74			Contractual Cap Expiration Date	N/A	
				Waiver Expiration Date	N/A	
				Total Inv Exp Gross %	0.32	
				Total Inv Exp Gross Per \$1,000 Invested	\$3.20	
				Redemption Fee	-	

## Asset Class: Fixed Income

This asset class is generally composed of investment options that invest in bonds, or debt of a company or government entity (including U.S. and Non- U.S.). It may also include real estate investment options that directly own property. These investment options typically carry more risk than short-term fixed income investment options (including, for real estate investment options, liquidity risk), but less overall risk than equities. All investment options in this category have the potential to lose value.

Investment Category: **Multisector Bond**Inv Manager or Sub-Advisor: **Amundi Asset Management**

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
<b>Pioneer Strategic Income K Fund 4,5,21,G</b>	<b>3.40</b>	<b>-5.10</b>	<b>4.41</b>	<b>1.91</b>	<b>2.60</b>	<b>2.74</b>	<b>-12.71</b>	<b>1.03</b>	<b>2.45</b>	<b>2.47</b>	<b>12/2012</b>	
Benchmark: <b>Bloomberg US Universal Index</b>	2.93	-4.61	-2.02	1.05	1.62	-	-12.99	0.18	1.33	-	-	

**Description:** The investment seeks a high level of current income. The fund normally invests at least 80% of its net assets (plus the amount of borrowings, if any, for investment purposes) in debt securities. It invests primarily in debt securities issued or guaranteed by the U.S. government, its agencies or instrumentalities or non-U.S. governmental entities; debt securities of U.S. and non-U.S. corporate issuers; and mortgage-related securities, and asset-backed securities. The fund invests in securities of any maturity and maintains an average portfolio maturity which varies based upon the judgment of the fund's investment adviser.

Composition (% of Assets) as of 02/28/2023				Fees & Expenses			# of Transfers Allowed/Time Period	
U.S. Bonds	66.42	Non-U.S. Bonds	18.91	Total Inv Exp Net %	0.59		1/30 day period	
Cash	12.43	Preferred	1.32	Contractual Cap Expiration Date	N/A			
Convertibles	0.85	Non-U.S. Stocks	0.08	Waiver Expiration Date	02/01/2025			
				Total Inv Exp Gross %	0.61			
				Total Inv Exp Gross Per \$1,000 Invested	\$6.10			
				Redemption Fee	-			

Investment Category: **High Yield Bond**Inv Manager or Sub-Advisor: **Federated Investment Mgmt.**

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
<b>Federated Hermes Institutional High Yield Bond R6 Fund 5,21,E</b>	<b>3.51</b>	<b>-4.40</b>	<b>5.01</b>	<b>2.88</b>	<b>3.96</b>	<b>3.98</b>	<b>-11.47</b>	<b>1.90</b>	<b>3.90</b>	<b>3.59</b>	<b>6/2016</b>	
Benchmark: <b>ICE Bofa US High Yield Index</b>	3.72	-3.56	5.84	3.06	4.03	-	-11.22	2.12	3.94	-	-	

**Description:** The investment seeks high current income. The fund invests primarily in a diversified portfolio of high yield corporate bonds (also known as "junk bonds"), which include debt securities issued by U.S. or foreign businesses (including emerging market debt securities). The Adviser does not limit the fund's investments to securities of a particular maturity range. The fund may invest in derivative contracts (for example, futures contracts, option contracts and swap contracts) to implement its investment strategies.

Composition (% of Assets) as of 12/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period	
U.S. Bonds	85.74	Non-U.S. Bonds	11.23	Total Inv Exp Net %	0.49		2/12 month period	
Cash	2.58	Non-U.S. Stocks	0.34	Contractual Cap Expiration Date	N/A			
U.S. Stocks	0.07	Convertibles	0.05	Waiver Expiration Date	01/01/2024			
				Total Inv Exp Gross %	0.50			
				Total Inv Exp Gross Per \$1,000 Invested	\$5.00			
				Redemption Fee	-			

**Asset Class: Fixed Income**

This asset class is generally composed of investment options that invest in bonds, or debt of a company or government entity (including U.S. and Non- U.S.). It may also include real estate investment options that directly own property. These investment options typically carry more risk than short-term fixed income investment options (including, for real estate investment options, liquidity risk), but less overall risk than equities. All investment options in this category have the potential to lose value.

Investment Category: **Intermediate Core Bond**

Inv Manager or Sub-Advisor: **Robert W. Baird & Co. Inc**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
<b>Baird Aggregate Bond Institutional Fund 15,16</b>	<b>3.06</b>	<b>-4.67</b>	<b>-1.98</b>	<b>1.16</b>	<b>1.75</b>	<b>4.34</b>	<b>-13.35</b>	<b>0.25</b>	<b>1.49</b>	<b>4.25</b>	<b>9/2000</b>
Benchmark: <b>Bloomberg US Aggregate Bond Index</b>	2.96	-4.78	-2.77	0.91	1.36	-	-13.01	0.02	1.06	-	-

**Description:** The investment seeks an annual rate of total return, before fund expenses, greater than the annual rate of total return of the Bloomberg U.S. Aggregate Bond Index. The fund normally invests at least 80% of its net assets in the following types of U.S. dollar-denominated debt obligations: U.S. government and other public-sector entities; asset-backed and mortgage-backed obligations of U.S. and foreign issuers; corporate debt of U.S. and foreign issuers.

Composition (% of Assets) as of 12/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period	
U.S. Bonds	83.74	Non-U.S. Bonds	14.94	Total Inv Exp Net %	0.30		-	
Cash	1.33			Contractual Cap Expiration Date	N/A			
				Waiver Expiration Date	N/A			
				Total Inv Exp Gross %	0.30			
				Total Inv Exp Gross Per \$1,000 Invested	\$3.00			
				Redemption Fee	-			

**Asset Class: Balanced/Asset Allocation**

This asset class is generally composed of a combination of fixed income and equity investment options. These investment options may include balanced, asset allocation, target-date, and target-risk investment options. Although typically lower risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value.

Investment Category: **Target-Date 2000-2010**

Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
<b>American Funds Target Date Retirement 2010 R6 Fund 13,14,16,34,36</b>	<b>2.59</b>	<b>-3.68</b>	<b>6.46</b>	<b>4.54</b>	<b>5.30</b>	<b>7.19</b>	<b>-9.15</b>	<b>3.80</b>	<b>5.47</b>	<b>7.12</b>	<b>7/2009</b>
Benchmark: <b>Morningstar Lifetime Moderate 2010 Index</b>	3.75	-6.20	5.41	3.87	4.36	-	-13.83	2.98	4.36	-	-

**Description:** The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity-income and balanced funds as it continues past its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives and strategies.

Composition (% of Assets) as of 12/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period	
U.S. Bonds	49.99	U.S. Stocks	28.15	Total Inv Exp Net %	0.28		-	
Non-U.S. Stocks	8.87	Cash	6.42	Contractual Cap Expiration Date	N/A			
Non-U.S. Bonds	5.29	Convertibles	0.56	Waiver Expiration Date	N/A			
Other	0.55	Preferred	0.17	Total Inv Exp Gross %	0.28			
				Total Inv Exp Gross Per \$1,000 Invested	\$2.80			
				Redemption Fee	-			

**Asset Class: Balanced/Asset Allocation**

This asset class is generally composed of a combination of fixed income and equity investment options. These investment options may include balanced, asset allocation, target-date, and target-risk investment options. Although typically lower risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value.

Investment Category: **Target-Date 2015**

Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
<b>American Funds Target Date Retirement 2015 R6 Fund</b> <sup>13,14,16,34,36</sup>	<b>2.83</b>	<b>-4.27</b>	<b>7.01</b>	<b>4.78</b>	<b>5.76</b>	<b>7.63</b>	<b>-10.25</b>	<b>4.00</b>	<b>5.96</b>	<b>7.55</b>	<b>7/2009</b>
Benchmark: <b>Morningstar Lifetime Moderate 2015 Index</b>	4.05	-7.23	5.54	3.92	4.67	-	-15.52	2.95	4.69	-	-

**Description:** The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity-income and balanced funds as it continues past its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives and strategies.

Composition (% of Assets) as of 12/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Bonds	47.28	U.S. Stocks	29.81	Total Inv Exp Net %			0.30				
Non-U.S. Stocks	9.71	Cash	6.26	Contractual Cap Expiration Date			N/A				
Non-U.S. Bonds	5.67	Other	0.56	Waiver Expiration Date			N/A				
Convertibles	0.52	Preferred	0.18	Total Inv Exp Gross %			0.30				
				Total Inv Exp Gross Per \$1,000 Invested			\$3.00				
				Redemption Fee			-				

Investment Category: **Target-Date 2020**

Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
<b>American Funds Target Date Retirement 2020 R6 Fund</b> <sup>13,14,16,34,36</sup>	<b>3.11</b>	<b>-4.51</b>	<b>7.32</b>	<b>4.99</b>	<b>6.29</b>	<b>8.26</b>	<b>-11.01</b>	<b>4.21</b>	<b>6.55</b>	<b>8.17</b>	<b>7/2009</b>
Benchmark: <b>Morningstar Lifetime Moderate 2020 Index</b>	4.32	-7.95	6.03	4.07	5.09	-	-16.77	3.02	5.16	-	-

**Description:** The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity-income and balanced funds as it continues past its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth funds, growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives and strategies.

Composition (% of Assets) as of 12/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Bonds	44.69	U.S. Stocks	32.11	Total Inv Exp Net %			0.30				
Non-U.S. Stocks	10.78	Cash	6.13	Contractual Cap Expiration Date			N/A				
Non-U.S. Bonds	5.09	Other	0.59	Waiver Expiration Date			N/A				
Convertibles	0.46	Preferred	0.17	Total Inv Exp Gross %			0.30				
				Total Inv Exp Gross Per \$1,000 Invested			\$3.00				
				Redemption Fee			-				

**Asset Class: Balanced/Asset Allocation**

This asset class is generally composed of a combination of fixed income and equity investment options. These investment options may include balanced, asset allocation, target-date, and target-risk investment options. Although typically lower risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value.

Investment Category: **Target-Date 2025**

Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
<b>American Funds Target Date Retirement 2025 R6 Fund</b> <sup>13,14,16,34,36</sup>	<b>3.70</b>	<b>-4.99</b>	<b>8.50</b>	<b>5.51</b>	<b>7.16</b>	<b>9.23</b>	<b>-12.74</b>	<b>4.69</b>	<b>7.48</b>	<b>9.11</b>	<b>7/2009</b>	
Benchmark: <b>Morningstar Lifetime Moderate 2025 Index</b>	4.58	-8.37	6.97	4.31	5.65	-	-17.58	3.20	5.79	-	-	

**Description:** The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity-income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth funds, growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives and strategies.

Composition (% of Assets) as of 12/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Bonds	39.96	U.S. Stocks	35.30	Total Inv Exp Net %			0.32				
Non-U.S. Stocks	12.72	Cash	6.26	Contractual Cap Expiration Date			N/A				
Non-U.S. Bonds	4.61	Other	0.56	Waiver Expiration Date			N/A				
Convertibles	0.40	Preferred	0.17	Total Inv Exp Gross %			0.32				
				Total Inv Exp Gross Per \$1,000 Invested			\$3.20				
				Redemption Fee			-				

Investment Category: **Target-Date 2030**

Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
<b>American Funds Target Date Retirement 2030 R6 Fund</b> <sup>13,14,16,34,36</sup>	<b>4.52</b>	<b>-5.45</b>	<b>10.02</b>	<b>6.03</b>	<b>7.96</b>	<b>9.96</b>	<b>-14.50</b>	<b>5.09</b>	<b>8.25</b>	<b>9.79</b>	<b>7/2009</b>	
Benchmark: <b>Morningstar Lifetime Moderate 2030 Index</b>	4.84	-8.49	8.55	4.70	6.30	-	-17.94	3.54	6.51	-	-	

**Description:** The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity-income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth funds, growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives and strategies.

Composition (% of Assets) as of 12/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	41.77	U.S. Bonds	31.37	Total Inv Exp Net %			0.33				
Non-U.S. Stocks	15.41	Cash	6.65	Contractual Cap Expiration Date			N/A				
Non-U.S. Bonds	3.74	Other	0.55	Waiver Expiration Date			N/A				
Convertibles	0.29	Preferred	0.20	Total Inv Exp Gross %			0.33				
				Total Inv Exp Gross Per \$1,000 Invested			\$3.30				
				Redemption Fee			-				



**Asset Class: Balanced/Asset Allocation**

This asset class is generally composed of a combination of fixed income and equity investment options. These investment options may include balanced, asset allocation, target-date, and target-risk investment options. Although typically lower risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value.

Investment Category: **Target-Date 2035**

Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
<b>American Funds Target Date Retirement 2035 R6 Fund</b> <sup>13,14,16,34,36</sup>	<b>5.08</b>	<b>-6.10</b>	<b>12.33</b>	<b>6.86</b>	<b>8.73</b>	<b>10.53</b>	<b>-16.24</b>	<b>5.88</b>	<b>8.96</b>	<b>10.33</b>	<b>7/2009</b>
Benchmark: <b>Morningstar Lifetime Moderate 2035 Index</b>	5.10	-8.22	10.61	5.18	6.90	-	-17.75	3.97	7.14	-	-

**Description:** The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity-income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth funds, growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives and strategies.

Composition (% of Assets) as of 12/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	49.19	U.S. Bonds	21.38	Total Inv Exp Net %			0.35				
Non-U.S. Stocks	18.61	Cash	7.24	Contractual Cap Expiration Date			N/A				
Non-U.S. Bonds	2.60	Other	0.55	Waiver Expiration Date			N/A				
Preferred	0.25	Convertibles	0.18	Total Inv Exp Gross %			0.35				
				Total Inv Exp Gross Per \$1,000 Invested			\$3.50				
				Redemption Fee			-				

Investment Category: **Target-Date 2040**

Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
<b>American Funds Target Date Retirement 2040 R6 Fund</b> <sup>13,14,16,34,36</sup>	<b>5.68</b>	<b>-6.45</b>	<b>13.37</b>	<b>7.20</b>	<b>9.05</b>	<b>10.18</b>	<b>-17.55</b>	<b>6.10</b>	<b>9.23</b>	<b>9.92</b>	<b>7/2009</b>
Benchmark: <b>Morningstar Lifetime Moderate 2040 Index</b>	5.31	-7.81	12.51	5.62	7.31	-	-17.37	4.36	7.55	-	-

**Description:** The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity-income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth funds, growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives and strategies.

Composition (% of Assets) as of 12/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	55.85	Non-U.S. Stocks	21.93	Total Inv Exp Net %			0.36				
U.S. Bonds	12.02	Cash	7.76	Contractual Cap Expiration Date			N/A				
Non-U.S. Bonds	1.48	Other	0.56	Waiver Expiration Date			N/A				
Preferred	0.29	Convertibles	0.11	Total Inv Exp Gross %			0.36				
				Total Inv Exp Gross Per \$1,000 Invested			\$3.60				
				Redemption Fee			-				

**Asset Class: Balanced/Asset Allocation**

This asset class is generally composed of a combination of fixed income and equity investment options. These investment options may include balanced, asset allocation, target-date, and target-risk investment options. Although typically lower risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value.

Investment Category: **Target-Date 2045**

Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
<b>American Funds Target Date Retirement 2045 R6 Fund</b> <sup>13,14,16,34,36</sup>	<b>5.89</b>	<b>-6.72</b>	<b>13.53</b>	<b>7.24</b>	<b>9.14</b>	<b>10.85</b>	<b>-18.18</b>	<b>6.11</b>	<b>9.29</b>	<b>10.59</b>	<b>7/2009</b>	
Benchmark: <b>Morningstar Lifetime Moderate 2045 Index</b>	5.46	-7.50	13.69	5.86	7.48	-	-17.06	4.58	7.70	-	-	

**Description:** The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity-income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth funds, growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives and strategies.

Composition (% of Assets) as of 12/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	57.97	Non-U.S. Stocks	22.93	Total Inv Exp Net %			-				
U.S. Bonds	9.11	Cash	7.89	Contractual Cap Expiration Date			N/A				
Non-U.S. Bonds	1.17	Other	0.52	Waiver Expiration Date			N/A				
Preferred	0.31	Convertibles	0.09	Total Inv Exp Gross %			0.37				
				Total Inv Exp Gross Per \$1,000 Invested			\$3.70				
				Redemption Fee			-				

Investment Category: **Target-Date 2050**

Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
<b>American Funds Target Date Retirement 2050 R6 Fund</b> <sup>13,14,16,34,36</sup>	<b>6.15</b>	<b>-6.93</b>	<b>13.54</b>	<b>7.20</b>	<b>9.14</b>	<b>10.86</b>	<b>-18.89</b>	<b>6.04</b>	<b>9.28</b>	<b>10.58</b>	<b>7/2009</b>	
Benchmark: <b>Morningstar Lifetime Moderate 2050 Index</b>	5.53	-7.33	14.11	5.92	7.47	-	-16.91	4.62	7.68	-	-	

**Description:** The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity-income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth funds, growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives and strategies.

Composition (% of Assets) as of 12/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	58.37	Non-U.S. Stocks	23.50	Total Inv Exp Net %			-				
U.S. Bonds	8.22	Cash	7.92	Contractual Cap Expiration Date			N/A				
Non-U.S. Bonds	1.15	Other	0.44	Waiver Expiration Date			N/A				
Preferred	0.32	Convertibles	0.08	Total Inv Exp Gross %			0.38				
				Total Inv Exp Gross Per \$1,000 Invested			\$3.80				
				Redemption Fee			-				

**Asset Class: Balanced/Asset Allocation**

This asset class is generally composed of a combination of fixed income and equity investment options. These investment options may include balanced, asset allocation, target-date, and target-risk investment options. Although typically lower risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value.

Investment Category: **Target-Date 2055**

Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
<b>American Funds Target Date Retirement 2055 R6 Fund</b> <sup>13,14,16,34,36</sup>	<b>6.36</b>	<b>-7.11</b>	<b>13.31</b>	<b>7.07</b>	<b>9.08</b>	<b>9.72</b>	<b>-19.50</b>	<b>5.87</b>	<b>9.19</b>	<b>9.39</b>	<b>2/2010</b>
Benchmark: <b>Morningstar Lifetime Moderate 2055 Index</b>	5.55	-7.33	14.16	5.86	7.40	-	-16.93	4.55	7.59	-	-

**Description:** The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity-income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth funds, growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives and strategies.

Composition (% of Assets) as of 12/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period	
U.S. Stocks	58.39	Non-U.S. Stocks	23.98	Total Inv Exp Net %			-	
Cash	7.95	U.S. Bonds	7.69	Contractual Cap Expiration Date			N/A	
Non-U.S. Bonds	1.20	Other	0.38	Waiver Expiration Date			N/A	
Preferred	0.33	Convertibles	0.08	Total Inv Exp Gross %			0.38	
				Total Inv Exp Gross Per \$1,000 Invested			\$3.80	
				Redemption Fee			-	

Investment Category: **Target-Date 2060**

Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
<b>American Funds Target Date Retirement 2060 R6 Fund</b> <sup>13,14,16,34,36</sup>	<b>6.38</b>	<b>-7.22</b>	<b>13.20</b>	<b>7.01</b>	<b>-</b>	<b>7.94</b>	<b>-19.66</b>	<b>5.82</b>	<b>-</b>	<b>7.34</b>	<b>3/2015</b>
Benchmark: <b>Morningstar Lifetime Moderate 2060 Index</b>	5.55	-7.36	14.13	5.77	7.31	-	-16.98	4.46	7.49	6.07	-

**Description:** The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth funds, growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives and strategies.

Composition (% of Assets) as of 12/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period	
U.S. Stocks	58.39	Non-U.S. Stocks	23.98	Total Inv Exp Net %			-	
Cash	7.94	U.S. Bonds	7.69	Contractual Cap Expiration Date			N/A	
Non-U.S. Bonds	1.20	Other	0.39	Waiver Expiration Date			N/A	
Preferred	0.34	Convertibles	0.08	Total Inv Exp Gross %			0.38	
				Total Inv Exp Gross Per \$1,000 Invested			\$3.80	
				Redemption Fee			-	

**Asset Class: Balanced/Asset Allocation**

This asset class is generally composed of a combination of fixed income and equity investment options. These investment options may include balanced, asset allocation, target-date, and target-risk investment options. Although typically lower risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value.

Investment Category: **Target-Date 2065+**

Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
<b>American Funds Target Date Retirement 2065 R6 Fund</b> <sup>34,36</sup>	<b>6.37</b>	<b>-7.15</b>	<b>13.30</b>	-	-	<b>13.78</b>	<b>-19.64</b>	-	-	<b>12.55</b>	<b>3/2020</b>	
Benchmark: <b>Morningstar Lifetime Moderate 2060 Index</b>	5.55	-7.36	14.13	5.77	7.31	-	-16.98	4.46	7.49	13.58	-	

**Description:** The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity-income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth funds, growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives and strategies.

Composition (% of Assets) as of 12/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	58.39	Non-U.S. Stocks	23.98	Total Inv Exp Net %			0.38				
Cash	7.94	U.S. Bonds	7.69	Contractual Cap Expiration Date			N/A				
Non-U.S. Bonds	1.20	Other	0.39	Waiver Expiration Date			N/A				
Preferred	0.34	Convertibles	0.08	Total Inv Exp Gross %			0.38				
				Total Inv Exp Gross Per \$1,000 Invested			\$3.80				
				Redemption Fee			-				

**Asset Class: Large U.S. Equity**

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in large, well-established, U.S. companies. These investment options typically carry more risk than fixed income investment options but have the potential for higher returns over longer time periods. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Large Value**

Inv Manager or Sub-Advisor: **Vanguard Group**

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
<b>Vanguard Equity-Income Adm Fund</b> <sup>21,37,F</sup>	<b>-2.10</b>	<b>-3.21</b>	<b>18.13</b>	<b>9.01</b>	<b>10.37</b>	<b>8.22</b>	<b>0.00</b>	<b>8.91</b>	<b>11.79</b>	<b>8.42</b>	<b>8/2001</b>	
Benchmark: <b>Russell 1000 Value Index</b>	1.01	-5.91	17.93	7.50	9.13	-	-7.54	6.67	10.29	-	-	

**Description:** The investment seeks to provide an above-average level of current income and reasonable long-term capital appreciation. The fund invests mainly in common stocks of mid-size and large companies whose stocks typically pay above-average levels of dividend income and are, in the opinion of the purchasing advisor, undervalued relative to similar stocks. In addition, the advisors generally look for companies that they believe are committed to paying dividends consistently. Under normal circumstances, it will invest at least 80% of its assets in equity securities. The fund uses multiple investment advisors.

Composition (% of Assets) as of 01/31/2023				Fees & Expenses			# of Transfers Allowed/Time Period					
U.S. Stocks	88.57	Non-U.S. Stocks	8.79	Total Inv Exp Net %			0.19					
Cash	2.64				Contractual Cap Expiration Date			N/A				
				Waiver Expiration Date			N/A					
				Total Inv Exp Gross %			0.19					
				Total Inv Exp Gross Per \$1,000 Invested			\$1.90					
				Redemption Fee			-					

**Asset Class: Large U.S. Equity**

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in large, well-established, U.S. companies. These investment options typically carry more risk than fixed income investment options but have the potential for higher returns over longer time periods. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Large Blend**

Inv Manager or Sub-Advisor: **Fidelity Management & Research**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
<b>Fidelity 500 Index Fund</b> 2,21,35,37,H	<b>7.50</b>	<b>-7.74</b>	<b>18.59</b>	<b>11.18</b>	<b>12.23</b>	<b>12.00</b>	<b>-18.13</b>	<b>9.41</b>	<b>12.55</b>	<b>11.57</b>	<b>5/2011</b>
Benchmark: <b>Russell 1000 Index</b>	7.46	-8.39	18.55	10.87	12.01	-	-19.13	9.13	12.37	-	-
Benchmark: <b>Standard &amp; Poor's 500 Index</b>	7.50	-7.73	18.60	11.19	12.24	-	-18.11	9.42	12.56	-	-

**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.

Composition (% of Assets) as of 02/28/2023				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	98.86	Non-U.S. Stocks	1.13	Total Inv Exp Net %			0.02				
U.S. Bonds	0.02	Cash	-0.01	Contractual Cap Expiration Date			N/A				
				Waiver Expiration Date			N/A				
				Total Inv Exp Gross %			0.02				
				Total Inv Exp Gross Per \$1,000 Invested			\$0.20				
				Redemption Fee			-				

Inv Manager or Sub-Advisor: **Vanguard Group**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
<b>Vanguard Total Stock Market Index Admiral Fund</b> 2,37,F	<b>7.16</b>	<b>-8.78</b>	<b>18.35</b>	<b>10.36</b>	<b>11.68</b>	<b>7.40</b>	<b>-19.53</b>	<b>8.71</b>	<b>12.08</b>	<b>7.15</b>	<b>11/2000</b>
Benchmark: <b>Russell 1000 Index</b>	7.46	-8.39	18.55	10.87	12.01	-	-19.13	9.13	12.37	-	-

**Description:** The investment seeks to track the performance of the CRSP US Total Market Index that measures the investment return of the overall stock market. The fund employs an indexing investment approach designed to track the performance of the index, which represents approximately 100% of the investable U.S. stock market and includes large-, mid-, small-, and micro-cap stocks. It invests by sampling the index, meaning that it holds a broadly diversified collection of securities that, in the aggregate, approximates the full index in terms of key characteristics.

Composition (% of Assets) as of 02/28/2023				Fees & Expenses			# of Transfers Allowed/Time Period					
U.S. Stocks	98.08	Non-U.S. Stocks	0.96	Total Inv Exp Net %			0.04					
Cash	0.95				Contractual Cap Expiration Date			N/A				
				Waiver Expiration Date			N/A					
				Total Inv Exp Gross %			0.04					
				Total Inv Exp Gross Per \$1,000 Invested			\$0.40					
				Redemption Fee			-					

**Asset Class: Large U.S. Equity**

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in large, well-established, U.S. companies. These investment options typically carry more risk than fixed income investment options but have the potential for higher returns over longer time periods. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Large Growth**

Inv Manager or Sub-Advisor: **JP Morgan Investment Mgmt Inc.**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
<b>JP Morgan Large Cap Growth R6 Fund 21,37,E</b>	<b>9.19</b>	<b>-9.06</b>	<b>19.71</b>	<b>15.11</b>	<b>15.80</b>	<b>15.02</b>	<b>-25.21</b>	<b>14.27</b>	<b>15.50</b>	<b>14.51</b>	<b>11/2010</b>
Benchmark: <b>Russell 1000 Growth Index</b>	14.37	-10.90	18.58	13.66	14.59	-	-29.14	10.96	14.10	-	-

**Description:** The investment seeks long-term capital appreciation. Under normal circumstances, at least 80% of the fund's assets will be invested in the equity securities of large, well-established companies. "Assets" means net assets, plus the amount of borrowings for investment purposes. Large, well-established companies are companies with market capitalizations equal to those within the universe of the Russell 1000(R) Growth Index at the time of purchase.

Composition (% of Assets) as of 02/28/2023				Fees & Expenses			# of Transfers Allowed/Time Period	
U.S. Stocks	96.39	Non-U.S. Stocks	2.73	Total Inv Exp Net %	0.44		2/60 day period	
Cash	0.88			Contractual Cap Expiration Date	N/A			
				Waiver Expiration Date	10/31/2023			
				Total Inv Exp Gross %	0.51			
				Total Inv Exp Gross Per \$1,000 Invested	\$5.10			
				Redemption Fee	-			

**Asset Class: Small/Mid U.S. Equity**

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in small- to medium-sized U.S. companies. These investment options typically carry more risk than larger U.S. equity investment options but have the potential for higher returns. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Mid Cap Value**

Inv Manager or Sub-Advisor: **Allspring Global Investments**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
<b>Allspring Special Mid Cap Value R6 Fund 1,21,G</b>	<b>0.83</b>	<b>-1.47</b>	<b>23.36</b>	<b>9.23</b>	<b>10.50</b>	<b>10.53</b>	<b>-4.50</b>	<b>8.45</b>	<b>11.93</b>	<b>10.72</b>	<b>6/2013</b>
Benchmark: <b>Russell Midcap Value Index</b>	1.32	-9.22	20.69	6.54	8.80	-	-12.03	5.72	10.11	-	-

**Description:** The investment seeks long-term capital appreciation. The fund normally invests at least 80% of its net assets in equity securities of medium-capitalization companies. It invests principally in equity securities of medium-capitalization companies, which the manager defines as securities of companies with market capitalizations within the range of the Russell Midcap(R) Index at the time of purchase.

Composition (% of Assets) as of 02/28/2023				Fees & Expenses			# of Transfers Allowed/Time Period	
U.S. Stocks	91.51	Cash	4.85	Total Inv Exp Net %	0.69		1/30 day period	
Non-U.S. Stocks	3.64			Contractual Cap Expiration Date	N/A			
				Waiver Expiration Date	N/A			
				Total Inv Exp Gross %	0.69			
				Total Inv Exp Gross Per \$1,000 Invested	\$6.90			
				Redemption Fee	-			

**Asset Class: Small/Mid U.S. Equity**

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in small- to medium-sized U.S. companies. These investment options typically carry more risk than larger U.S. equity investment options but have the potential for higher returns. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Mid Cap Blend**

Inv Manager or Sub-Advisor: **Fidelity Management & Research**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
<b>Fidelity Mid Cap Index Fund 1,2,H</b>	<b>4.05</b>	<b>-8.74</b>	<b>19.19</b>	<b>8.06</b>	<b>10.05</b>	<b>11.72</b>	<b>-17.28</b>	<b>7.10</b>	<b>10.95</b>	<b>11.60</b>	<b>9/2011</b>
Benchmark: <b>Russell Midcap Index</b>	4.06	-8.78	19.20	8.05	10.05	-	-17.32	7.10	10.96	-	-

**Description:** The investment seeks to provide investment results that correspond to the total return of stocks of mid-capitalization United States companies. The fund invests normally at least 80% of its assets in securities included in the Russell Midcap(R) Index. It lends securities to earn income.

Composition (% of Assets) as of 02/28/2023				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	99.06	Non-U.S. Stocks	0.93	Total Inv Exp Net %			1/60 day period				
U.S. Bonds	0.02	Cash	-0.02	Contractual Cap Expiration Date			N/A				
				Waiver Expiration Date			N/A				
				Total Inv Exp Gross %			0.03				
				Total Inv Exp Gross Per \$1,000 Invested			\$0.30				
				Redemption Fee			-				

Investment Category: **Mid Cap Growth**

Inv Manager or Sub-Advisor: **Carillon Tower Advisers**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
<b>Carillon Eagle Mid Cap Growth R6 Fund 1,21</b>	<b>6.74</b>	<b>-11.30</b>	<b>16.14</b>	<b>8.67</b>	<b>12.00</b>	<b>12.55</b>	<b>-25.55</b>	<b>8.19</b>	<b>12.46</b>	<b>12.19</b>	<b>8/2011</b>
Benchmark: <b>Russell Midcap Growth Index</b>	9.14	-8.52	15.20	9.07	11.17	-	-26.72	7.64	11.41	-	-

**Description:** The investment seeks long-term capital appreciation. The fund normally invests at least 80% of its net assets (plus the amount of any borrowings for investment purposes) in the equity securities of mid-capitalization companies. The fund will invest primarily in the equity securities of companies that the portfolio managers believe have the potential for above-average earnings or sales growth, reasonable valuations and acceptable debt levels.

Composition (% of Assets) as of 12/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period					
U.S. Stocks	92.67	Non-U.S. Stocks	4.93	Total Inv Exp Net %			-					
Cash	2.40				Contractual Cap Expiration Date			N/A				
				Waiver Expiration Date			N/A					
				Total Inv Exp Gross %			0.64					
				Total Inv Exp Gross Per \$1,000 Invested			\$6.40					
				Redemption Fee			-					

**Asset Class: Small/Mid U.S. Equity**

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in small- to medium-sized U.S. companies. These investment options typically carry more risk than larger U.S. equity investment options but have the potential for higher returns. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Small Value**

Inv Manager or Sub-Advisor: **American Century Inv. Mgmt.**

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
<b>American Century Small Cap Value R6 Fund 1,21</b>	<b>2.72</b>	<b>-7.73</b>	<b>26.34</b>	<b>8.24</b>	<b>9.85</b>	<b>9.14</b>	<b>-14.52</b>	<b>7.44</b>	<b>10.72</b>	<b>9.08</b>	<b>7/2013</b>	
Benchmark: <b>Russell 2000 Value Index</b>	-0.66	-12.96	21.01	4.55	7.22	-	-14.48	4.13	8.48	-	-	

**Description:** The investment seeks long-term capital growth; income is a secondary consideration. Under normal market conditions, the portfolio managers will invest at least 80% of the fund's net assets in small cap companies. The portfolio managers consider small cap companies to include those with market capitalizations no larger than that of the largest company in the S&P Small Cap 600(R) Index or the Russell 2000(R) Index.

Composition (% of Assets) as of 12/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period					
U.S. Stocks	92.97	Non-U.S. Stocks	6.59	Total Inv Exp Net %			-					
Cash	0.44				Contractual Cap Expiration Date			N/A				
				Waiver Expiration Date			N/A					
				Total Inv Exp Gross %			0.74					
				Total Inv Exp Gross Per \$1,000 Invested			\$7.40					
				Redemption Fee			-					

Investment Category: **Small Blend**

Inv Manager or Sub-Advisor: **Fidelity Management & Research**

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
<b>Fidelity Small Cap Index Fund 1,2,H</b>	<b>2.81</b>	<b>-11.41</b>	<b>17.60</b>	<b>4.81</b>	<b>8.20</b>	<b>10.22</b>	<b>-20.27</b>	<b>4.22</b>	<b>9.17</b>	<b>10.19</b>	<b>9/2011</b>	
Benchmark: <b>Russell 2000 Index</b>	2.74	-11.61	17.51	4.71	8.04	-	-20.44	4.13	9.01	-	-	

**Description:** The investment seeks to provide investment results that correspond to the total return of stocks of small-capitalization United States companies. The fund invests normally at least 80% of its assets in securities included in the Russell 2000(R) Index. It lends securities to earn income.

Composition (% of Assets) as of 01/31/2023				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	98.33	Non-U.S. Stocks	1.71	Total Inv Exp Net %			0.03				
U.S. Bonds	0.10	Cash	-0.14	Contractual Cap Expiration Date			N/A				
				Waiver Expiration Date			N/A				
				Total Inv Exp Gross %			0.03				
				Total Inv Exp Gross Per \$1,000 Invested			\$0.30				
				Redemption Fee			-				



**Asset Class: Small/Mid U.S. Equity**

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in small- to medium-sized U.S. companies. These investment options typically carry more risk than larger U.S. equity investment options but have the potential for higher returns. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Small Growth**

Inv Manager or Sub-Advisor: **Vanguard Group**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
<b>Vanguard Small Cap Growth Index Admiral Fund 2,F</b>	<b>8.18</b>	<b>-12.03</b>	<b>13.49</b>	<b>6.32</b>	<b>8.85</b>	<b>11.03</b>	<b>-28.39</b>	<b>5.10</b>	<b>9.27</b>	<b>10.51</b>	<b>9/2011</b>
Benchmark: <b>Russell 2000 Growth Index</b>	6.07	-10.60	13.36	4.26	8.49	-	-26.36	3.51	9.20	-	-

**Description:** The investment seeks to track the performance of the CRSP US Small Cap Growth Index that measures the investment return of small-capitalization growth stocks. The fund employs an indexing investment approach designed to track the performance of the CRSP US Small Cap Growth Index, a broadly diversified index of growth stocks of small U.S. companies. The advisor attempts to replicate the target index by investing all, or substantially all, of its assets in the stocks that make up the index, holding each stock in approximately the same proportion as its weighting in the index.

Composition (% of Assets) as of 02/28/2023				Fees & Expenses			# of Transfers Allowed/Time Period					
U.S. Stocks	96.35	Cash	2.93	Total Inv Exp Net %			1/30 day period					
Non-U.S. Stocks	0.72				Contractual Cap Expiration Date			N/A				
				Waiver Expiration Date			N/A					
				Total Inv Exp Gross %			0.07					
				Total Inv Exp Gross Per \$1,000 Invested			\$0.70					
				Redemption Fee			-					

Investment Category: **Real Estate**

Inv Manager or Sub-Advisor: **Vanguard Group**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
<b>Vanguard Real Estate Index Admiral Fund 2,7,F</b>	<b>1.80</b>	<b>-20.10</b>	<b>9.83</b>	<b>5.82</b>	<b>5.79</b>	<b>8.99</b>	<b>-26.20</b>	<b>3.68</b>	<b>6.42</b>	<b>9.01</b>	<b>11/2001</b>
Benchmark: <b>Standard &amp; Poor's United States REIT Index</b>	2.72	-19.08	12.03	6.03	5.83	-	-24.36	3.68	6.37	-	-

**Description:** The investment seeks to provide a high level of income and moderate long-term capital appreciation by tracking the performance of the MSCI US Investable Market Real Estate 25/50 Index that measures the performance of publicly traded equity REITs and other real estate-related investments. The advisor attempts to track the index by investing all, or substantially all, of its assets-either directly or indirectly through a wholly owned subsidiary, which is itself a registered investment company-in the stocks that make up the index, holding each stock in approximately the same proportion as its weighting in the index. The fund is non-diversified.

Composition (% of Assets) as of 02/28/2023				Fees & Expenses			# of Transfers Allowed/Time Period					
U.S. Stocks	98.88	Cash	1.10	Total Inv Exp Net %			1/30 day period					
Non-U.S. Stocks	0.03				Contractual Cap Expiration Date			N/A				
				Waiver Expiration Date			N/A					
				Total Inv Exp Gross %			0.12					
				Total Inv Exp Gross Per \$1,000 Invested			\$1.20					
				Redemption Fee			-					

## Asset Class: International Equity

This asset class is composed of investment options that invest in stocks, or shares of ownership in companies with their principal place of business or office outside the United States. These investment options often carry more risk than U.S. equity investment options but may have the potential for higher returns. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Diversified Emerging Mkts**

Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
<b>American Funds New World R6 Fund 4,21</b>	<b>6.67</b>	<b>-6.90</b>	<b>12.18</b>	<b>4.10</b>	<b>5.50</b>	<b>8.16</b>	<b>-21.75</b>	<b>3.04</b>	<b>4.98</b>	<b>7.80</b>	<b>5/2009</b>	
Benchmark: <b>MSCI Emerging Markets NR Index</b>	3.96	-10.70	7.83	-0.91	2.00	-	-20.09	-1.40	1.44	-	-	

Description: The investment seeks long-term capital appreciation. The fund invests primarily in common stocks of companies with significant exposure to countries with developing economies and/or markets. Under normal market conditions, the fund invests at least 35% of its assets in equity and debt securities of issuers primarily based in qualified countries that have developing economies and/or markets.

Composition (% of Assets) as of 12/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period				
Non-U.S. Stocks	67.82	U.S. Stocks	23.33	Total Inv Exp Net %			-				
Cash	5.22	Non-U.S. Bonds	3.20	Contractual Cap Expiration Date			N/A				
Preferred	0.41	Other	0.02	Waiver Expiration Date			N/A				
				Total Inv Exp Gross %			0.57				
				Total Inv Exp Gross Per \$1,000 Invested			\$5.70				
				Redemption Fee			-				

Investment Category: **Foreign Large Growth**

Inv Manager or Sub-Advisor: **Legg Mason Institutional Funds**

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2023 quarter end)						(as of 12/31/2022 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
<b>ClearBridge International Growth IS Fund 4,21</b>	<b>10.41</b>	<b>0.30</b>	<b>11.18</b>	<b>5.58</b>	<b>7.96</b>	<b>5.93</b>	<b>-21.11</b>	<b>3.97</b>	<b>7.70</b>	<b>3.85</b>	<b>9/2018</b>	
Benchmark: <b>MSCI ACWI Ex USA Growth Index</b>	8.59	-6.35	9.49	3.36	5.08	-	-23.05	1.49	4.68	-	-	

Description: The investment seeks long-term growth of capital. The fund normally invests primarily in common stocks of foreign companies that, in the portfolio managers' opinion, appear to offer above average growth potential and trade at a significant discount to the portfolio managers' assessment of their intrinsic value. It may invest in common stocks of foreign companies of any size located throughout the world. The fund is non-diversified.

Composition (% of Assets) as of 12/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period				
Non-U.S. Stocks	89.43	U.S. Stocks	7.44	Total Inv Exp Net %			0.70				
Cash	2.25	Other	0.88	Contractual Cap Expiration Date			N/A				
				Waiver Expiration Date			N/A				
				Total Inv Exp Gross %			0.70				
				Total Inv Exp Gross Per \$1,000 Invested			\$7.00				
				Redemption Fee			-				

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.

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.

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 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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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.

Since inception returns are only shown for funds/accounts in existence for less than 10 years.

- <sup>1</sup> 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.
- <sup>2</sup> 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.
- <sup>3</sup> 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.
- <sup>4</sup> 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.
- <sup>5</sup> High yield investment options are subject to greater credit risk and volatility that is associated with high yield bonds.
- <sup>6</sup> Liquid asset investment options are not insured or guaranteed by the Federal Deposit Insurance Corporation (FDIC), or any other government agency. Although the investment option may seek to preserve the value of an investment, it is possible to lose money by investing in the portfolio.
- <sup>7</sup> 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.
- <sup>8</sup> S&P 500 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.
- <sup>9</sup> 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.
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- <sup>11</sup> This investment option is closed to new investors.
- <sup>12</sup> 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.

- <sup>13</sup> 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.
- <sup>14</sup> 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.
- <sup>15</sup> 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.
- <sup>16</sup> Fixed-income and asset allocation investment options that invest in mortgage securities are subject to increased risk due to real estate exposure.
- <sup>17</sup> 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.
- <sup>18</sup> 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.
- <sup>19</sup> 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.
- <sup>20</sup> If you elect to contribute funds into the Principal US Property Separate Account (Separate Account), you may not be able to immediately withdraw them. This Separate Account is unlike most other retirement plan investment options because it is primarily made up of interests in private equity commercial real estate rather than traditional securities. Unlike public securities sold on an exchange, commercial real estate assets are usually sold in time-consuming, and often complex, transactions. Due to the nature of these transactions, this Separate Account may be subject to market conditions which may delay or prevent a sale. We may implement a pre-existing contractual limitation in the group annuity contract which will allow us to manage this Separate Account and satisfy withdrawal requests proportionately over time and fairly among all those who request a withdrawal.
- <sup>21</sup> 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.
- <sup>22</sup> The net return experienced may be negative if the costs to maintain and operate the Liquid Assets Separate Account exceed returns. Participants may also see negative returns if plan expenses, if applicable, are netted or deducted from their accounts.
- <sup>23</sup> 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.
- <sup>24</sup> International and global investing involves greater risks such as currency fluctuations, political/social instability and differing accounting standards.
- <sup>25</sup> 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 the Separate Accounts. Principal Global Investors is a member of the Principal Financial Group.
- <sup>26</sup> Investment manager/sub-advisor means either the Investment Advisor or Sub-Advisor to the investment option or the underlying asset(s).
- <sup>27</sup> 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 the Separate Accounts. Principal Global Investors is a member of the Principal Financial Group.
- <sup>28</sup> Holdings include an allocation to the Principal Healthcare Innovators Index ETF which is maintained by an affiliate of Principal Life. To eliminate any potential for cost duplication to the separate account, the full expense of the ETF is offset by the sub-advisor.
- <sup>29</sup> The Principal Stable Value Fund (the Fund), is a collective investment trust maintained by Principal Global Investors Trust Company, (the Trust Company). Morley Capital Management (Morley), a specialized investment boutique of Principal Global Investors, LLC (the Adviser), serves as investment manager with respect to the Fund, subject to the Trust Company's supervision and review. The Adviser is an indirect wholly owned subsidiary of Principal Financial Group and is under common control with the Trust Company. The Fund is not a mutual fund and is not registered with the Securities and Exchange Commission, the State of Oregon, or any other regulatory body. Units of the Fund 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 Fund may fluctuate so that when redeemed, units may be worth more or less than the original cost. The declaration of trust, participation agreement, and disclosure documents contain important information about investment objectives, risks, fees and expenses associated with investment in the Fund and should be read carefully before investing. Direct investment in the Fund is limited to participating trusts (also known as investing plan/trust) that meet certain requirements described in the declaration of trust, that enter into a participation agreement with the Trust Company. The Fund cannot accept investment directly from individuals and is subject to restrictions regarding transfer and withdrawal of assets including potential deferral of withdrawal requests by up to 12 months, as defined in the applicable declaration of trust.

- <sup>30</sup> This Separate Account invests solely in the Principal LifeTime 2065 Inst Fund. Performance results and investment expenses shown prior to December 29, 2017 are of the mutual fund only, adjusted for the fees and expenses of the rate level displayed, because the Separate Account was not available. Any 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.
- <sup>31</sup> 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.
- <sup>32</sup> Additional target date portfolios may be added to the Principal LifeTime 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.
- <sup>33</sup> The Principal U.S. Property Separate Account invests primarily in the Principal U.S. Property Portfolio, an operating partnership. All rights associated with the partnership are the rights of the Separate Account, not of contract holders investing in the Separate Account. Generally more than five percent (5%) of the Net Asset Value will be in directly held assets consistent with the investment objective and strategy.
- <sup>34</sup> 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.
- <sup>35</sup> The total investment expense is 0.015%.
- <sup>36</sup> 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.
- <sup>37</sup> Investing involves risk, including possible loss of principal. Equity investment options involve greater risk, including heightened volatility, than fixed-income investment options.
- <sup>E</sup> 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.
- <sup>F</sup> 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.
- <sup>G</sup> 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.
- <sup>H</sup> 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.
- <sup>-</sup> 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.

#### Benchmark Descriptions

MSCI Emerging Markets NR Index measures the performance of the large and mid cap segments of emerging market equity securities. It is free float-adjusted market-capitalization weighted.

Russell 2000 Value Index is a market-weighted total return index that measures the performance of companies within the Russell 2000 Index having lower price-to-book ratios and lower forecasted growth values.

Russell Midcap Growth Index is a market-weighted total return index that measures the performance of companies within the Russell Midcap Index having higher price-to-book ratios and higher forecasted growth values.

Russell Midcap Index includes firms 201 through 1000, based on market capitalization, from the Russell 3000 Index.

Russell 2000 Index consists of the smallest 2000 companies in the Russell 3000 Index, representing approximately 10% of the Russell 3000 total market capitalization.

Russell Midcap Value Index is a market-weighted total return index that measures the performance of companies within the Russell Midcap index having lower price-to-book ratios and lower forecasted growth values.

Morningstar Lifetime Moderate 2060 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2060. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. This Index does not incorporate Environmental, Social, or Governance (ESG) criteria.

Morningstar Lifetime Moderate 2055 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2055. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. This Index does not incorporate Environmental, Social, or Governance (ESG) criteria.

The S&P United States REIT Index measures the performance of investable universe of publicly traded real estate investment trusts domiciled in the United States.

Standard & Poor's 500 Index is a market capitalization-weighted index of 500 widely held stocks often used as a proxy for the stock market.

The Bloomberg US Aggregate Bond Index measures the performance of investment grade, U.S. dollar-denominated, fixed-rate taxable bond market, including Treasuries, government-related and corporate securities, MBS (agency fixed-rate and hybrid ARM passthroughs), ABS, and CMBS. It rolls up into other Bloomberg flagship indices, such as the multi-currency Global Aggregate Index and the U.S. Universal Index, which includes high yield and emerging markets debt.

Morningstar Lifetime Moderate 2010 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2010. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. This Index does not incorporate Environmental, Social, or Governance (ESG) criteria.

Morningstar Lifetime Moderate 2015 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2015. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. This Index does not incorporate Environmental, Social, or Governance (ESG) criteria.

Russell 1000 Index measures the performance of the large-cap segment of the US equity securities. It is a subset of the Russell 3000 index and includes approximately 1000 of the largest securities based on a combination of their market cap and current index membership.

MSCI ACWI Ex USA Growth Index captures large and mid-cap securities exhibiting overall growth style characteristics across 22 Developed Markets countries and 23 Emerging Markets countries.

Morningstar Lifetime Moderate 2020 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2020. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. This Index does not incorporate Environmental, Social, or Governance (ESG) criteria.

Morningstar Lifetime Moderate 2025 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2025. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. This Index does not incorporate Environmental, Social, or Governance (ESG) criteria.

Morningstar Lifetime Moderate 2030 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2030. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. This Index does not incorporate Environmental, Social, or Governance (ESG) criteria.

Morningstar Lifetime Moderate 2035 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2035. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. This Index does not incorporate Environmental, Social, or Governance (ESG) criteria.

The Bloomberg US Government 1-3 Year Index measures the performance of the U.S. Treasury and U.S. Agency Indices with maturities of 1-3 years, including Treasuries and U.S. agency debentures. It is a component of the U.S. Government/Credit Index and the U.S. Aggregate Index.

Russell 1000 Growth Index is a market-capitalization weighted index of those firms in the Russell 1000 with higher price-to-book ratios and higher forecasted growth values.

Morningstar Lifetime Moderate 2040 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2040. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. This Index does not incorporate Environmental, Social, or Governance (ESG) criteria.

The Bloomberg US Universal Index measures the performance of USD-denominated, taxable bonds that are rated either investment grade or high-yield. It represents the union of the U.S. Aggregate Index, U.S. Corporate High Yield Index, Investment Grade 144A Index, Eurodollar Index, U.S. Emerging Markets Index, and the non-ERISA eligible portion of the CMBS Index.

Russell 1000 Value Index is a market-capitalization weighted index of those firms in the Russell 1000 with lower price-to-book ratios and lower forecasted growth values.

Morningstar Lifetime Moderate 2045 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2045. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. This Index does not incorporate Environmental, Social, or Governance (ESG) criteria.

Russell 2000 Growth Index is a market-weighted total return index that measures the performance of companies within the Russell 2000 Index having higher price-to-book ratio and higher forecasted growth values.

Morningstar Lifetime Moderate 2050 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2050. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. This Index does not incorporate Environmental, Social, or Governance (ESG) criteria.

Merrill Lynch U.S. High Yield Master II Index measures the performance of high yield bonds.

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# ERISA 404 retirement plan and investment information supplement

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September 1, 2021

In addition to the Fees and Expenses identified in the PROFIT SHARING PLAN OF THE METHODIST HOME OF THE DISTRICT OF COLUMBIA ERISA 404 retirement plan and investment information notice (Notice), fees for services provided by another service provider may also apply.

POINTOAK RETIREMENT ADVISORS, LLC charges our Plan an annual fee for Advisory Services pursuant to the terms and conditions of the agreement between POINTOAK RETIREMENT ADVISORS, LLC and the plan sponsor. The annual fee to the Plan for this service is 0.35%. One fourth of the annual amount will be applied on a quarterly basis.

You can view the dollar amount of any Plan administrative expenses taken from your account at [principal.com](https://www.principal.com) and on your statements.

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