

The retirement plan currently offers the RetireView asset allocation educational service. The information below displays weighted performance of an asset allocation according to a RetireView Model using investment options selected by you or an appropriate plan fiduciary. The weighted performance is as of the date displayed and does not reflect any historical changes in allocations or investment options. As a result, this may not reflect a plan participant's actual experience in RetireView, but may give an approximation. The time periods associated with weighted performance depend on the performance history of the investment options that were selected to populate the RetireView Models. Also provided are the Morningstar Investment Management LLC weightings of each investment option within the RetireView Populated Models and the performance covering standardized time periods of the investment options which populate the Models as of the date displayed. Please see important information below as well as the applicable Agreement for the RetireView asset allocation educational service.

If you populate the RetireView® models with Featured Partner Investments Options, members of Principal® are not a fiduciary in the selection or screening of the Feature Partner Investments Options. Principal Life Insurance Company® has hired an independent 3(21) fiduciary that has deemed these investments appropriate for use in a retirement plan through their proprietary screening process. While Featured Partner Investments have been screened by an independent 3(21) fiduciary, the fiduciary protection does not extend to the plan sponsor. You will be notified if an investment is no longer eligible for the Featured Partner Program.

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.

In situations where the net and gross total investment expense figures are different, the mutual fund or underlying fund in which an investment option 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 always based on net total investment expense.

For more performance information, including most recent month-end performance, visit www.principal.com, contact your representative of the Principal Financial Group® (Principal®), or call our contact center at 1-800-547-7754.

Weighted Average Annual Hypothetical Total Returns through 03/31/2025					
RetireView Populated Model	1 yr.	3 yr.	5 yr.	10 yr.	Weighted Average Total Investment Expense Net/Gross
0-5 Years to Retirement					
Conservative (0-5 years to retirement)	5.13	3.37	4.01	-	0.10 / 0.11
Conservative 0-5 Index	5.41	2.63	2.37	2.52	-
Moderate Conservative (0-5 years to retirement)	5.03	3.88	6.04	-	0.15 / 0.15
Moderate Conservative 0-5 Index	5.29	3.29	4.71	3.82	-
Moderate (0-5 years to retirement)	5.28	4.50	8.00	-	0.17 / 0.17
Moderate 0-5 Index	5.52	3.99	6.90	5.00	-
Moderate Aggressive (0-5 years to retirement)	5.24	4.78	9.31	-	0.18 / 0.19
Moderate Aggressive 0-5 Index	5.28	4.28	8.36	5.77	-
Aggressive (0-5 years to retirement)	4.76	4.85	10.46	-	0.20 / 0.21
Aggressive 0-5 Index	4.71	4.37	9.69	6.27	-
6-10 Years to Retirement					
Conservative (6-10 years to retirement)	5.17	3.51	4.58	-	0.11 / 0.11
Conservative 6-10 Index	5.42	2.81	2.98	2.89	-
Moderate Conservative (6-10 years to retirement)	4.96	3.89	6.31	-	0.14 / 0.14
Moderate Conservative 6-10 Index	5.22	3.31	5.00	3.90	-
Moderate (6-10 years to retirement)	5.29	4.56	8.61	-	0.17 / 0.18
Moderate 6-10 Index	5.38	4.05	7.53	5.31	-
Moderate Aggressive (6-10 years to retirement)	4.81	4.76	10.34	-	0.21 / 0.22
Moderate Aggressive 6-10 Index	4.83	4.31	9.48	6.18	-
Aggressive (6-10 years to retirement)	4.65	5.20	11.98	-	0.22 / 0.23
Aggressive 6-10 Index	4.61	4.75	11.37	7.07	-

Weighted Average Annual Hypothetical Total Returns through 03/31/2025					
RetireView Populated Model	1 yr.	3 yr.	5 yr.	10 yr.	Weighted Average Total Investment Expense Net/Gross
11-15 Years to Retirement					
Conservative (11-15 years to retirement)	5.08	3.56	4.96	-	0.12 / 0.12
Conservative 11-15 Index	5.32	2.89	3.45	3.08	-
Moderate Conservative (11-15 years to retirement)	4.94	4.09	7.08	-	0.15 / 0.15
Moderate Conservative 11-15 Index	5.16	3.55	5.90	4.34	-
Moderate (11-15 years to retirement)	5.16	4.76	9.49	-	0.18 / 0.19
Moderate 11-15 Index	5.21	4.28	8.57	5.79	-
Moderate Aggressive (11-15 years to retirement)	4.82	5.20	11.69	-	0.22 / 0.23
Moderate Aggressive 11-15 Index	4.79	4.74	11.06	6.92	-
Aggressive (11-15 years to retirement)	4.63	5.70	13.70	-	0.24 / 0.25
Aggressive 11-15 Index	4.39	5.18	13.32	7.98	-
16-20 Years to Retirement					
Conservative (16-20 years to retirement)	5.13	3.74	5.36	-	0.12 / 0.12
Conservative 16-20 Index	5.40	3.09	3.93	3.34	-
Moderate Conservative (16-20 years to retirement)	5.01	4.33	7.87	-	0.15 / 0.16
Moderate Conservative 16-20 Index	5.19	3.82	6.79	4.81	-
Moderate (16-20 years to retirement)	4.96	4.92	10.44	-	0.19 / 0.19
Moderate 16-20 Index	4.92	4.45	9.66	6.26	-
Moderate Aggressive (16-20 years to retirement)	4.56	5.32	12.87	-	0.23 / 0.24
Moderate Aggressive 16-20 Index	4.31	4.83	12.34	7.45	-
Aggressive (16-20 years to retirement)	4.20	5.97	15.33	-	0.25 / 0.26
Aggressive 16-20 Index	3.82	5.38	15.17	8.60	-
21+ Years to Retirement					
Conservative (21+ years to retirement)	5.03	3.88	6.05	-	0.14 / 0.14
Conservative 21+ Index	5.27	3.29	4.69	3.83	-
Moderate Conservative (21+ years to retirement)	4.84	4.41	8.56	-	0.17 / 0.17
Moderate Conservative 21+ Index	4.93	3.92	7.52	5.26	-
Moderate (21+ years to retirement)	4.90	5.04	11.08	-	0.20 / 0.20
Moderate 21+ Index	4.77	4.56	10.36	6.62	-
Moderate Aggressive (21+ years to retirement)	4.58	5.53	13.49	-	0.23 / 0.24
Moderate Aggressive 21+ Index	4.28	5.01	13.06	7.77	-
Aggressive (21+ years to retirement)	4.34	6.08	15.39	-	0.24 / 0.25
Aggressive 21+ Index	3.93	5.47	15.22	8.68	-

Performance results of the RetireView Populated Models may contain a weighting to an investment option that has a guaranteed crediting rate structure. Populated Model performance is then calculated using the applicable crediting rates over the time period displayed. Investment options with a guaranteed crediting rate structure, such as Principal Guaranteed Option, are supported by the multi-billion dollar general account of Principal Life Insurance Company®, which invests in private market bonds, commercial mortgages and mortgage-backed securities. However, money allocated to Principal Guaranteed Option does not entitle participation in the investment experience or performance of the General Account. See the group annuity contract for greater detail on crediting rates and guaranteed investment options.

Please see important information at the end of this presentation.



RetireView® Populated Models

RetireView is an asset allocation educational service that allows the plan sponsor/fiduciary to select the investment options to populate the models. The RetireView models below have been populated using investment options that may or may not be available under your retirement plan. Please be aware the information below is for illustrative purposes and may not reflect how the RetireView models are ultimately populated for your retirement plan depending on the options finally selected by the appropriate fiduciary or allocation changes by Morningstar Investment Management.

RetireView® Populated Models							
5 Years or less to Retirement		Investment Option	Conservative	Moderate Conservative	Moderate	Moderate Aggressive	Aggressive
RetireView Category							
Short-Term Fixed Income	Principal Guaranteed Option ^{FP2, 16, 17, 18, 19, 23, 24, 25}		55.00%	45.00%	34.00%	26.00%	21.00%
Fixed Income	DFA Inflation Protected Securities I Fund ^{9, 13}		8.75%	7.50%	6.50%	6.00%	4.75%
Fixed Income	High Yield Separate Account-Z ^{A, FP2, 3, 5, 7, 9, 13, 15}		8.75%	7.50%	6.50%	6.00%	4.75%
Fixed Income	American Funds Bond Fund of America R6 Fund ^{FP1, 9, 13, 14}		17.50%	15.00%	13.00%	12.00%	9.50%
Large U.S. Value	American Funds American Mutual R6 Fund ^{14, 20}		3.00%	6.00%	9.00%	11.00%	10.00%
Large U.S. Blend	Vanguard 500 Index Admiral Fund ^{**, 2, 20}		2.00%	2.00%	4.00%	4.00%	4.00%
Large U.S. Growth	JP Morgan Large Cap Growth R6 Fund ^{14, 20}		1.00%	5.00%	8.00%	10.00%	10.00%
Small or Mid U.S. Value	American Century Mid-Cap Value R6 Fund ^{FP1, 1, 14}		0.00%	1.50%	2.00%	2.00%	3.50%
Small or Mid U.S. Value	Small Cap Value II R1 Fund ^{1, 14, 21, 22, 29}		0.00%	1.50%	2.00%	2.00%	3.50%
Small or Mid U.S. Blend	Vanguard Mid Cap Index Admiral Fund ^{**, 1, 2}		1.00%	1.00%	1.00%	2.50%	3.50%
Small or Mid U.S. Blend	Vanguard Small Cap Index Admiral Fund ^{**, 1, 2, 14}		1.00%	1.00%	1.00%	2.50%	3.50%
Small or Mid U.S. Growth	Vanguard Explorer Admiral Fund ^{**, 1, 14}		0.00%	1.00%	1.00%	1.50%	2.50%
Small or Mid U.S. Growth	JP Morgan Mid Cap Growth R6 Fund ^{1, 14}		0.00%	1.00%	1.00%	1.50%	2.50%
Global/International Equity	Vanguard Developed Markets Index Admiral Fund ^{**, 2, 4, 14}		2.00%	5.00%	11.00%	13.00%	17.00%

RetireView® Populated Models

6-10 Years to Retirement		Conservative	Moderate Conservative	Moderate	Moderate Aggressive	Aggressive
RetireView Category	Investment Option					
Short-Term Fixed Income	Principal Guaranteed Option ^{FP2, 16, 17, 18, 19, 23, 24, 25}	51.00%	43.00%	28.00%	18.00%	12.00%
Fixed Income	DFA Inflation Protected Securities I Fund ^{9, 13}	8.75%	7.25%	6.75%	5.50%	3.75%
Fixed Income	High Yield Separate Account-Z ^{A, FP2, 3, 5, 7, 9, 13, 15}	8.75%	7.25%	6.75%	5.50%	3.75%
Fixed Income	American Funds Bond Fund of America R6 Fund ^{FP1, 9, 13, 14}	17.50%	14.50%	13.50%	11.00%	7.50%
Large U.S. Value	American Funds American Mutual R6 Fund ^{14, 20}	3.00%	5.00%	9.00%	10.00%	12.00%
Large U.S. Blend	Vanguard 500 Index Admiral Fund ^{**, 2, 20}	3.00%	3.00%	5.00%	5.00%	6.00%
Large U.S. Growth	JP Morgan Large Cap Growth R6 Fund ^{14, 20}	2.00%	4.00%	8.00%	9.00%	11.00%
Small or Mid U.S. Value	American Century Mid-Cap Value R6 Fund ^{FP1, 1, 14}	0.00%	1.50%	2.00%	3.50%	4.00%
Small or Mid U.S. Value	Small Cap Value II R1 Fund ^{1, 14, 21, 22, 29}	0.00%	1.50%	2.00%	3.50%	4.00%
Small or Mid U.S. Blend	Vanguard Mid Cap Index Admiral Fund ^{**, 1, 2}	1.50%	1.50%	2.00%	2.00%	2.50%
Small or Mid U.S. Blend	Vanguard Small Cap Index Admiral Fund ^{**, 1, 2, 14}	1.50%	1.50%	2.00%	2.00%	2.50%
Small or Mid U.S. Growth	Vanguard Explorer Admiral Fund ^{**, 1, 14}	0.00%	1.00%	1.00%	3.00%	4.00%
Small or Mid U.S. Growth	JP Morgan Mid Cap Growth R6 Fund ^{1, 14}	0.00%	1.00%	1.00%	3.00%	4.00%
Global/International Equity	Vanguard Developed Markets Index Admiral Fund ^{**, 2, 4, 14}	3.00%	8.00%	13.00%	19.00%	23.00%
11-15 Years to Retirement		Conservative	Moderate Conservative	Moderate	Moderate Aggressive	Aggressive
RetireView Category	Investment Option					
Short-Term Fixed Income	Principal Guaranteed Option ^{FP2, 16, 17, 18, 19, 23, 24, 25}	50.00%	40.00%	25.00%	13.00%	5.00%
Fixed Income	DFA Inflation Protected Securities I Fund ^{9, 13}	8.25%	6.50%	5.75%	4.00%	2.25%
Fixed Income	High Yield Separate Account-Z ^{A, FP2, 3, 5, 7, 9, 13, 15}	8.25%	6.50%	5.75%	4.00%	2.25%
Fixed Income	American Funds Bond Fund of America R6 Fund ^{FP1, 9, 13, 14}	16.50%	13.00%	11.50%	8.00%	4.50%
Large U.S. Value	American Funds American Mutual R6 Fund ^{14, 20}	3.00%	6.00%	10.00%	13.00%	15.00%
Large U.S. Blend	Vanguard 500 Index Admiral Fund ^{**, 2, 20}	3.00%	3.00%	5.00%	5.00%	6.00%
Large U.S. Growth	JP Morgan Large Cap Growth R6 Fund ^{14, 20}	2.00%	5.00%	9.00%	11.00%	14.00%
Small or Mid U.S. Value	American Century Mid-Cap Value R6 Fund ^{FP1, 1, 14}	1.00%	2.00%	2.50%	3.50%	4.50%
Small or Mid U.S. Value	Small Cap Value II R1 Fund ^{1, 14, 21, 22, 29}	1.00%	2.00%	2.50%	3.50%	4.50%
Small or Mid U.S. Blend	Vanguard Mid Cap Index Admiral Fund ^{**, 1, 2}	1.50%	2.00%	2.50%	2.50%	3.50%
Small or Mid U.S. Blend	Vanguard Small Cap Index Admiral Fund ^{**, 1, 2, 14}	1.50%	2.00%	2.50%	2.50%	3.50%
Small or Mid U.S. Growth	Vanguard Explorer Admiral Fund ^{**, 1, 14}	0.00%	1.00%	1.50%	3.50%	4.50%
Small or Mid U.S. Growth	JP Morgan Mid Cap Growth R6 Fund ^{1, 14}	0.00%	1.00%	1.50%	3.50%	4.50%
Global/International Equity	Vanguard Developed Markets Index Admiral Fund ^{**, 2, 4, 14}	4.00%	10.00%	15.00%	23.00%	26.00%

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RetireView® Populated Models

16-20 Years to Retirement		Conservative	Moderate Conservative	Moderate	Moderate Aggressive	Aggressive
RetireView Category	Investment Option					
Short-Term Fixed Income	Principal Guaranteed Option ^{FP2, 16, 17, 18, 19, 23, 24, 25}	49.00%	36.00%	21.00%	7.00%	0.00%
Fixed Income	DFA Inflation Protected Securities I Fund ^{9, 13}	7.75%	6.00%	4.75%	3.25%	0.00%
Fixed Income	High Yield Separate Account-Z ^{A, FP2, 3, 5, 7, 9, 13, 15}	7.75%	6.00%	4.75%	3.25%	0.00%
Fixed Income	American Funds Bond Fund of America R6 Fund ^{FP1, 9, 13, 14}	15.50%	12.00%	9.50%	6.50%	0.00%
Large U.S. Value	American Funds American Mutual R6 Fund ^{14, 20}	4.00%	7.00%	10.00%	12.00%	15.00%
Large U.S. Blend	Vanguard 500 Index Admiral Fund ^{**, 2, 20}	3.00%	4.00%	6.00%	7.00%	7.00%
Large U.S. Growth	JP Morgan Large Cap Growth R6 Fund ^{14, 20}	3.00%	6.00%	9.00%	11.00%	14.00%
Small or Mid U.S. Value	American Century Mid-Cap Value R6 Fund ^{FP1, 1, 14}	1.00%	2.00%	3.00%	4.50%	6.00%
Small or Mid U.S. Value	Small Cap Value II R1 Fund ^{1, 14, 21, 22, 29}	1.00%	2.00%	3.00%	4.50%	6.00%
Small or Mid U.S. Blend	Vanguard Mid Cap Index Admiral Fund ^{**, 1, 2}	1.50%	2.50%	3.50%	4.00%	4.50%
Small or Mid U.S. Blend	Vanguard Small Cap Index Admiral Fund ^{**, 1, 2, 14}	1.50%	2.50%	3.50%	4.00%	4.50%
Small or Mid U.S. Growth	Vanguard Explorer Admiral Fund ^{**, 1, 14}	0.00%	1.00%	2.00%	4.00%	5.50%
Small or Mid U.S. Growth	JP Morgan Mid Cap Growth R6 Fund ^{1, 14}	0.00%	1.00%	2.00%	4.00%	5.50%
Global/International Equity	Vanguard Developed Markets Index Admiral Fund ^{**, 2, 4, 14}	5.00%	12.00%	18.00%	25.00%	32.00%
21+ Years to Retirement		Conservative	Moderate Conservative	Moderate	Moderate Aggressive	Aggressive
RetireView Category	Investment Option					
Short-Term Fixed Income	Principal Guaranteed Option ^{FP2, 16, 17, 18, 19, 23, 24, 25}	45.00%	31.00%	17.00%	5.00%	0.00%
Fixed Income	DFA Inflation Protected Securities I Fund ^{9, 13}	7.50%	6.00%	4.50%	2.50%	0.00%
Fixed Income	High Yield Separate Account-Z ^{A, FP2, 3, 5, 7, 9, 13, 15}	7.50%	6.00%	4.50%	2.50%	0.00%
Fixed Income	American Funds Bond Fund of America R6 Fund ^{FP1, 9, 13, 14}	15.00%	12.00%	9.00%	5.00%	0.00%
Large U.S. Value	American Funds American Mutual R6 Fund ^{14, 20}	5.00%	7.00%	11.00%	13.00%	15.00%
Large U.S. Blend	Vanguard 500 Index Admiral Fund ^{**, 2, 20}	4.00%	5.00%	6.00%	7.00%	7.00%
Large U.S. Growth	JP Morgan Large Cap Growth R6 Fund ^{14, 20}	4.00%	7.00%	10.00%	12.00%	15.00%
Small or Mid U.S. Value	American Century Mid-Cap Value R6 Fund ^{FP1, 1, 14}	1.00%	2.00%	3.00%	4.50%	5.00%
Small or Mid U.S. Value	Small Cap Value II R1 Fund ^{1, 14, 21, 22, 29}	1.00%	2.00%	3.00%	4.50%	5.00%
Small or Mid U.S. Blend	Vanguard Mid Cap Index Admiral Fund ^{**, 1, 2}	1.50%	3.00%	4.00%	4.50%	5.50%
Small or Mid U.S. Blend	Vanguard Small Cap Index Admiral Fund ^{**, 1, 2, 14}	1.50%	3.00%	4.00%	4.50%	5.50%
Small or Mid U.S. Growth	Vanguard Explorer Admiral Fund ^{**, 1, 14}	1.00%	2.00%	2.50%	4.00%	5.00%
Small or Mid U.S. Growth	JP Morgan Mid Cap Growth R6 Fund ^{1, 14}	1.00%	2.00%	2.50%	4.00%	5.00%
Global/International Equity	Vanguard Developed Markets Index Admiral Fund ^{**, 2, 4, 14}	5.00%	12.00%	19.00%	27.00%	32.00%

Morningstar Investment Management Model Effective Date: 03/19/2024

Note: RetireView populated model weightings are based on the Morningstar Investment Management Model Effective Date. These asset allocation targets may change periodically.