

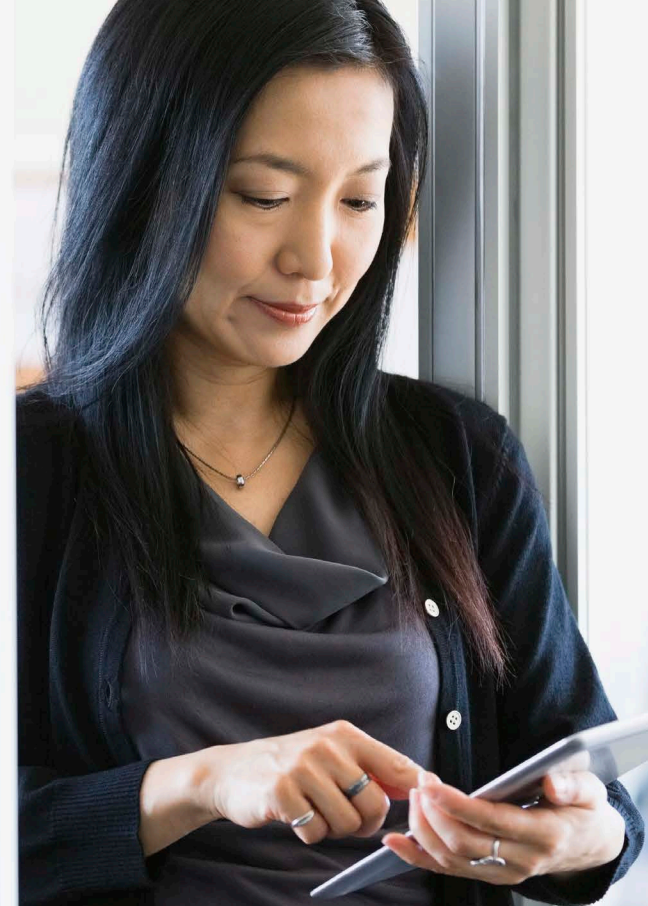


Principal® Deferred Compensation—Defined Contribution

Online enrollment, step by step

Deciding to enroll in your organization's nonqualified deferred comp plan is a big step toward managing your taxes, saving more, and maybe even the retirement of your dreams. Now, there are a few choices left to make.

Our digital experience will guide you through the process. But if you like following a recipe, these step-by-step instructions let you look ahead and track your progress. And if you see something slightly different, it's okay—we're always working to improve the experience to better meet your needs.



First

Go to principal.com and log in.

If it's your first time using principal.com, you'll need to establish your username and password.

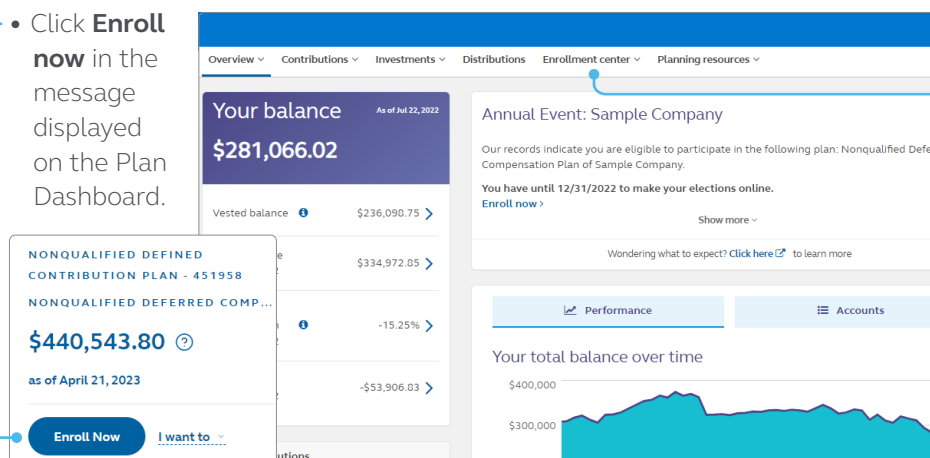
- Click **Create an account** to get started.
- At any time, you can click the **Need Help** link for instructions.
- You'll complete several steps to verify your identity, build your profile, and establish security measures.
- In a minute or two, you'll get a confirmation email from which you'll need to log in again, this time using your new username and password.
- Then, you'll set up more security measures, agree to do business electronically, and be able to access account information to enroll.

Once logged in, click the name of the nonqualified benefit program in which you wish to enroll.

Next

Enter the Enrollment Center.

- Click **Enroll now** in the message displayed on the Plan Dashboard.



Or click the **Enrollment Center** option located on the top navigation menu, then click **Enrollment Summary**. Next, click **Enroll** under the open participant events to enroll now.

Step 1

Learn and explore, then begin enrollment.

Review the educational resources under **Learn and explore**.

- Click **Begin annual enrollment** when you're ready to enroll.

The screenshot shows a user interface for enrollment. On the left, under 'Begin enrollment now', there is a button 'Begin annual enrollment' and a link 'I do not want to participate'. On the right, under 'Learn and explore', there is a heading 'Before you enroll, consider the following questions. Then, click to get started.' followed by four circular icons: 'What are you saving for?', 'How much to defer?', 'How to invest?', and 'How to receive?'. To the right of these icons are detailed instructions for each question.

Begin enrollment now

[Begin annual enrollment](#)

[I do not want to participate](#)

Learn and explore

Before you enroll, consider the following questions. Then, click to get started.

You can defer into the following **goal types**:

- Retirement, beyond what you're saving in a 401(k) or 403(b) plan.
- Savings, for short-term needs.
- Education, to be prepared for a child's education.

Determine how much of next year's compensation to defer based on your financial goals. This reduces your taxable income.

Select from the **reference investments** in the plan. While not directly investing, your account(s) are credited with any gains or losses.

Choose when and **how** to receive the compensation you previously deferred plus any potential earnings credited to your account.

Step 2

See some examples. (Upon initial enrollment only.)

Review examples of how nonqualified plans give you flexibility to meet your unique needs.

- Click **Continue setting up my plan**.

The screenshot shows a section titled 'See some examples' with a subheading 'Example setups'. It explains that the examples show Jane and John, both age 45, who each earn \$190,000 annually in compensation. Below this, 'Example 1: John' is shown with a profile card for John. The card lists his age (45), salary (\$190,000), and priorities. To the right, 'John's retirement around the world' is detailed, showing his goal type (Savings), defer compensation from (100% of employer contributions, 0% of salary, 100% of bonus), investment (Aggressive risk target date fund), and receive payout (At retirement, pay funds in a lump sum).

See some examples

It's important to understand how nonqualified plans can give you flexibility to meet your unique needs. Take a minute to read through the examples below, or jump right into enrollment.

[Continue setting up my plan](#)

Example setups

The examples below show Jane and John, both age 45, who each earn \$190,000 annually in compensation. John and Jane have very different goals, and both are using their nonqualified plans to reach them.

Example 1: John

John

Age: 45
Salary: \$190,000
Priorities:

John's retirement around the world

Goal type: Savings

Defer compensation from:
100% of employer contributions
0% of salary
100% of bonus

Invest:
Aggressive risk target date fund

Receive payout:
At retirement, pay funds in a lump sum

Step 3

Create goals.

Decide what you are saving for, how you want to invest, when distributions will take place, and how you want to receive your benefits, including distribution contingencies in the case of unexpected scenarios.

- In some plans, you may be able to set up more than one goal.*
- Click **Continue**.
- Review your selections, and click save account and **continue on the bottom right-hand corner**.

* Depending upon your plan, a goal may also be referred to as an account, bucket, or distribution.

Setup your goals

Goals can be used to save for retirement, short-term savings, or education.

The screenshot shows the 'Setup your goals' interface. It has a heading 'New Goals' and a button 'Set up goal'. Below this, there is a section for a 'Retirement Account' goal. The goal type is 'Retirement'. The distribution is set to 'Prior to seniority' and 'After seniority'. The payout selected is 'Semiannual installments over 10 years' and 'Annual installments over 6 years'. A note explains that seniority distributions are based on the participant's seniority date and years of service. Below this, there is a table for 'Investment advisor' and 'Investment option' with two rows: 'Capital Research and Mgmt Co American Funds Growth Fund of America R3 Fund' and 'Fidelity Management & Research Fidelity Advisor Balanced A Fund'. The desired allocation for both is 50%. At the bottom, there is a button 'Set up goal'.

Setup your goals

Goals can be used to save for retirement, short-term savings, or education.

New Goals

Retirement Account [Edit](#) [Delete](#)

Goal type: Retirement

Distribution **Payout selected**

Prior to seniority * Semiannual installments over 10 years

After seniority * Annual installments over 6 years

* **Seniority Distributions:** Seniority date is defined as when the participant attains age 55 and completes 5 years of service from first date of service.

Investment advisor **Investment option** **Desired allocation**

Capital Research and Mgmt Co American Funds Growth Fund of America R3 Fund 50%

Fidelity Management & Research Fidelity Advisor Balanced A Fund 50%

Retirement Account [Edit](#) [Delete](#)

[+ Set up goal](#)

Step 4

Set funding.

- Decide how much of your earnings you want to contribute in the coming year.
- If your plan allows, you'll also indicate how to allocate each contribution type to each goal, if applicable.
- Click **Save deferrals and continue**.

Set your deferrals

Existing deferrals

Base Salary
25%

Service Bonus
50%

Performance-Based Compensation
50%

Other
50%

New deferrals

Base Salary
More Info
25 %
☐ Show other options

Service Bonus
More Info
50 %
☐ Show other options

Performance-Based Compensation
More Info
50 %
☐ Show other options

Other
More Info
50 %
☐ Show other options

Making contributions

How much should I defer?

Your employer has determined that you may contribute the following types of compensation within these limits:

- Base Salary
 - Defer at least \$0.00.
 - Defer an amount from 0% to 25% in increments of 0.01%.
- Service Bonus
 - Defer at least \$0.00.
 - Defer an amount from 0% to 100% in increments of 0.01%.
- Performance-Based Compensation
 - Defer at least \$0.00.
 - Defer an amount from 0% to 100% in increments of 0.01%.
- Other
 - Defer an amount from 0% to 50% in increments of 0.01%.

In addition, your employer may contribute to the plan on your behalf. Remember, unlike a 401(k) plan, there are no government-imposed restrictions on how much you can contribute to the deferred comp plan.

You'll have a chance to change your contribution deferral amount each year during the plan's annual enrollment period.

[< Back](#) [Save deferrals and continue >](#)

Allocations

Contribution Sources

Set allocations to your new and existing goals from the contribution sources listed below.

Employee Deferral Credits

This is money you contribute directly as an employee.

Allocated 100%

Goal name	Existing allocation	New allocation
Retirement Account	New goal	40 %
Retirement Account	New goal	40 %
In-Service Account - Payable 1/1/2025 - Referred Goal number: 2247	10%	20 %
Retirement Account - Lump Sum Goal number: 24893	-	0 %
Retirement Account 2 Goal number: 138203	-	0 %

Setting allocations

- You will be able to set allocations by goal from the contribution sources.
- Your plan may have provisions limiting the types of goals a contribution source can be allocated to.
- Each contribution source must be allocated to 100% across your eligible goals.

[< Back](#) [Review and submit >](#)

Step 5

Select beneficiaries.

- Enter your beneficiary information and make changes as needed.
- Click **Review and submit**.

Select beneficiaries

Who should get your deferred compensation if you die?

Once your account is created, you can change your beneficiary at any time by logging on to principal.com.

Primary beneficiaries

Beneficiary name	Relationship	Percentage
Mary Jones	-- Select --	100 %

Total: 100%

[+ Add another primary beneficiary](#)

Contingent beneficiaries

You have not selected any contingent beneficiaries.

[+ Add a contingent beneficiary](#)

[< Back](#) [Review and submit >](#)

Step 6

Review and submit.

Review your elections and click the appropriate **Edit** button if changes are needed.

- To approve, **check the box** and click **Submit enrollment**

Submit your elections

⚠ Your elections are not yet complete. Review your elections and submit below.

Changes to your goal(s)

Retirement Account

Goal type: Retirement	Investment advisor Investment option	Desired allocation						
<table><thead><tr><th>Distribution</th><th>Payout selected</th></tr></thead><tbody><tr><td>Prior to seniority *</td><td>Annual installments over 10 years</td></tr><tr><td>After seniority *</td><td>Annual installments over 10 years</td></tr></tbody></table>	Distribution	Payout selected	Prior to seniority *	Annual installments over 10 years	After seniority *	Annual installments over 10 years	<div>Franklin Mutual Advisors, LLC</div> <div>Franklin Small Cap Value R Fund (F)</div>	100%
Distribution	Payout selected							
Prior to seniority *	Annual installments over 10 years							
After seniority *	Annual installments over 10 years							

* Seniority Distributions: Seniority date is defined as when the participant attains age 55 and completes 5 years of service from first date of service.

Retirement Account

Goal type: Retirement	Investment advisor Investment option	Desired allocation						
<table><thead><tr><th>Distribution</th><th>Payout selected</th></tr></thead><tbody><tr><td>Prior to seniority *</td><td>Semiannual installments over 10 years</td></tr><tr><td>After seniority *</td><td>Annual installments over 8 years</td></tr></tbody></table>	Distribution	Payout selected	Prior to seniority *	Semiannual installments over 10 years	After seniority *	Annual installments over 8 years	<div>Capital Research and Mgmt Co</div> <div>American Funds Growth Fund of America R3 Fund (G)</div>	50%
Distribution	Payout selected							
Prior to seniority *	Semiannual installments over 10 years							
After seniority *	Annual installments over 8 years							
	<div>Fidelity Management & Research</div> <div>Fidelity Advisor Balanced A Fund (F)</div>	50%						

* Seniority Distributions: Seniority date is defined as when the participant attains age 55 and completes 5 years of service from first date of service.

Edit goal(s)

Participant acknowledgement:

Acknowledgements: The Participant hereby acknowledges the following:

A. The obligation of your Employer to make payments under the Plan is a contractual liability of the Employer to you, the Participant.

B. Any payment(s) made under this Plan may be made from the general funds of your Employer or, if applicable, funds held by Employer; however, your Employer shall not be required to establish or maintain any special or separate fund, or otherwise to make the payment(s). You, the Participant, shall not have any interest in any particular assets of your Employer by reason of obligation under the Plan.

C. Any funds, whether the general funds of your Employer or funds held in trust, are subject to your Employer's creditors.

☐ I confirm the information above and authorize the Principal Financial Group to process this request.

Confirm

Successful submission, with an opportunity to reset.

Print the page for your records.

If the enrollment period is still open, you can still **Edit** a specific selection, or **Reset** to clear all selections and repeat the enrollment steps.

Go back to your plan dashboard.

✓ Confirmation

Congratulations! You have successfully submitted the elections listed below. Your elections will take effect 01/01/2024 and continue in effect until modified. Participation elections may only be made on an annual basis. Please print this page for your records.

Go to plan dashboard ↗

Printable page 🖨

Edit enrollment elections ✎

Reset enrollment election ↺



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