

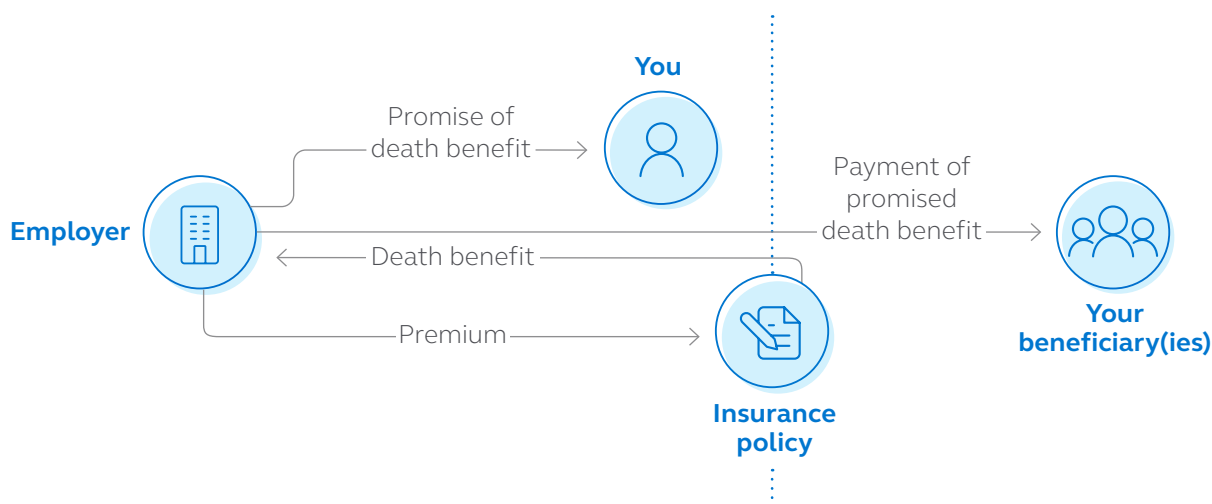
# Because your employer values you—and wants to help you protect your family

A life insurance benefit for valued employees.

You work hard for your employer—and they know that. Your employer wants you to know how valuable you are to the organization, and they've found a way to show you. You were chosen to receive a special benefit, which is designed to offer financial protection for your family if the unthinkable happens.

## Here's how it works

If you're covered by the plan, your employer promises that in the event of your death, your beneficiary will receive financial assistance, either as a lump sum or a series of annual payments over a specified period. Your employer may purchase a life insurance policy from Principal® (subject to underwriting approval) with you as the insured. Alternatively, the plan can be canceled at a future time, and your employer may transfer ownership of the policy to you as part of a bonus plan.



## What you need to know

There are advantages to this plan, just as there are some things to consider.

**Death benefit protection.** Life insurance can give you peace of mind, knowing that if something happens to you, your family will receive funds to help replace your income and pay daily living expenses, or apply toward college costs or other needs.

**Defer taxes.** The simplicity of the plan means there's no taxable expense during your lifetime. Instead, the benefit paid to your beneficiary(ies) will be taxed when it's received.

**Must qualify.** You must be healthy enough to qualify for the life insurance policy.

**Potential executive bonus.** In the future, the company could choose to terminate the plan and transfer the policy to you as part of an executive bonus program. In that event, you can use any cash value however you choose, and any death benefit paid to your beneficiary will generally be received income tax-free.

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Your employer wants to offer benefits you value and help you protect what matters most. Plus, you can trust the service and expertise Principal will provide to you every step of the way, year after year.

**Note:** This information is intended to provide a general overview of this plan. It's not a contract or a guarantee. Refer to your formal plan document for complete details.

 [Learn more](#)

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