

ESOPs at Principal®

Technology, expertise,
and innovation for a
seamless experience

Whether you're considering an employee stock ownership plan (ESOP) or reviewing the one you have, the services you receive make a big difference. Here's how we support clients of all sizes.

Easier for you, a better experience for your employees

We help you manage your plan with:

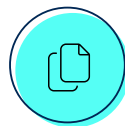
- Proactive, ongoing ESOP consulting to ensure your plan grows with your business.
- Our own web-based repurchase liability calculator, **My PERLS®**, which can help you manage your ESOP liabilities and cash flow. It's available to you at no additional cost—and we know of nothing like it in the marketplace.
- Personalized participant education for better outcomes.
- Participant transactions that require less involvement from you.
- Fiduciary support that helps you stay compliant.
- Technology-driven participant services like **Principal® e-Distribution** and **e-Diversification**. Both can save you time and ensure accuracy. Together, they can help you:
 - Make eligibility determination easier
 - Provide hassle-free elections and confirmations
 - Automate check processing
 - Perform tax withholding and reporting
 - Deliver quick reports for trustees

Data security—attested to by a third party— with a customer guarantee



Customer Protection Guarantee

Our guarantee is simple: Principal® will reimburse your participants' employer-sponsored retirement account for losses from unauthorized activity occurring through no fault of their own.¹



SOC2 Type 2 Report

An independent auditing firm reviews and evaluates our security controls on an ongoing basis and publishes its findings in what is called a System and Organization Controls 2 (SOC2) report.

Put our retirement expertise to work for you

Chances are an ESOP isn't your only retirement plan. We can help with that. As a retirement leader we excel at working with plan sponsors with multiple plan types.

> Benefits to you:

- A coordinated service team for more complete day-to-day service that considers your entire retirement program.
- A streamlined data submission process for payroll and plan compliance testing—you share information one time to one service provider.
- Convenient access to all retirement plan information—with one secure website and one login.

> What your participants enjoy:

- A single website with one login/password with on-demand consolidated statements keeps the ESOP benefit top of mind.
- One call center for questions.
- A single mobile app that covers it all.



Our customers have noticed: **Principal is ranked No.1 in financial wellness programs.**²

² Escalent. Cogent Syndicated, Retirement Plan Advisor Trends, September 2021

Choosing Principal® for your ESOP gets you more because we aren't like other providers. Our size, experience, and retirement leadership (including ESOP) all deliver certain benefits. And that includes a focus on making our plans easier for you to administer through technology. That means you can focus on what matters—helping your company and people grow.

Ready to talk about ESOPs?



Put our expertise to work for you. Reach out to your financial professional for help. Or visit principal.com/esopbenefits to learn more.

¹ Employer-sponsored retirement plans are defined benefit or defined contribution. The guarantee applies to employer-sponsored defined benefit, ESOP, or defined contribution plans and is effective for unauthorized activity that occurs through no fault of your own. Exclusions to the policy may apply. principal.com/customer-protection-guarantee



principal.com

Your repurchase calculation will be based on the set of assumptions you use within the My PERLS® software. Consultants at Principal® are available to discuss the results generated by your study and the potential alternatives for addressing repurchase liability issues. You should consult appropriate professionals on all matters related to legal, tax, investment, or accounting obligations and requirements.

Participants should consider the differences in investment options and risks, fees and expenses, tax implications, services, and penalty-free withdrawals. There may be other factors to consider due to their specific needs and situation. Participants may wish to consult their tax professional or legal counsel.

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