

## Plan Summary



### Eligibility and entry

<b>All employees eligible for the plan</b>	No
<b>Exclusions</b>	<ul style="list-style-type: none"> <li>• All bargaining employees</li> <li>• Nonresident alien with no U.S. income</li> <li>• Leased employee</li> <li>• Independent contractor reclassified as an employee by the IRS</li> </ul>

#### Requirements for all contributions

<b>Age</b>	18
<b>Service</b>	1 year of service
<b>Hours of service</b>	1,000 Credited at end of entry service period
<b>Entry service period</b>	First period is the 12 months after hire date, each period after that is plan year
<b>Entry date</b>	Semi Yearly



### Deferrals and employee contributions

<b>Elective deferral contributions</b>	Allowed	Elective deferral (pre-tax) Catch-up deferral (pre-tax) Roth deferral (after-tax) Roth catch-up deferral (after-tax)
<b>Minimum deferral</b>	None	
<b>Maximum deferral</b>	100.00%	
<b>When deferrals can be changed</b>	Any date	
<b>When deferrals can be stopped</b>	Any date	
<b>Rollovers</b>	Allowed	

## Plan Summary continued



### Employer contributions

<b>Matching contributions</b>	Allowed Match formula: Discretionary Catch-up contributions matched: Yes Vesting schedule: < 1 Year = 0%, 1 Year = 0%, 2 Years = 20%, 3 Years = 40%, 4 Years = 60%, 5 Years = 80%, 6 Years = 100%
<b>Qualified nonelective contributions</b>	Allowed Vesting schedule: Immediate



### Loans

<b>Loans allowed</b>	Number of outstanding loans allowed: 1 Number allowed in a 12-month period: 1 Interest rate: determined when you apply
<b>Minimum amount</b>	\$1,000
<b>Maximum amount</b>	The lesser of: \$50,000 50% of the participant's vested account reduced by any outstanding loan balance
<b>Vested contributions available</b>	Refer to Summary Plan Description or Loan Policy
<b>Term of loan</b>	5 years



### In-service withdrawal options

<b>Age 59 1/2</b>	Availability: 1 allowed in a 12-month period
<b>Rollover</b>	Availability: 1 allowed in a 12-month period
<b>Qualified reservist distribution</b>	Availability: anytime



### Retirement and other benefits

<b>Normal retirement age</b>	65
<b>Normal retirement date</b>	First day of the month on or after you reach your normal retirement age

## Plan Summary continued

### Retirement and other benefits continued

<b>Start of retirement benefits before termination from employment</b>	On or after the later of: <ul style="list-style-type: none"> <li>Your normal retirement date</li> <li>Age 59 1/2</li> </ul>	
<b>Small amounts force out limit</b>	\$5,000	Rollovers are included in this amount Automatic rollover distribution: <ul style="list-style-type: none"> <li>IRA rollover with Principal Bank</li> </ul>
<b>Total disability</b>	Allowed	Must have a severance from employment: Tied to Social Security disability
<b>Deemed severance for military service</b>	Allowed	
<b>Distribution at termination of employment</b>	Allowed	
<b>Distribution at death</b>	Required	

## Other information

This plan summary includes a brief description of your employer's retirement plan features. While this plan summary outlines many of the major provisions of your employer's retirement plan, this summary does not provide you with every plan detail. The legal plan document, which governs this plan, provides full details. If there are any discrepancies between this plan summary and the legal plan document, the legal plan document will govern.

From time to time, your employer may elect to amend the retirement plan provisions. This plan summary may be updated to reflect proposed amendments to the plan document provisions. Until a plan amendment is adopted, however, the legal plan document will govern. Contact your plan sponsor if you would like more details regarding applicable retirement plan provisions.

If you have questions about the retirement plan or your account information call **1-800-547-7754** Monday through Friday, 7 a.m. - 9 p.m. (Central time), to speak to a retirement specialist at The Principal®.

**To learn more about The Principal® or to access your account information, visit [principal.com](https://www.principal.com).**

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