

ERISA 404 retirement plan and investment information

10/18/2020

The retirement savings plan offered by GUEST SERVICES, INC is a great way to help you save for the life you want in retirement. 401(K) EMPLOYEES SAVINGS PLAN OF GUEST SERVICES, INC. (the Plan) has fees associated with the services and resources provided by the Plan.

Plan Fiduciary

The Plan Fiduciary is the individual(s) who has authority over the operation and administration of the Plan and its retirement funds. The Plan Fiduciary is typically your employer, and may also be called the Plan Sponsor.

Plan Administrator

The Plan Administrator, who is also a Plan Fiduciary, has the authority over the operation and administration of the Plan. If you have questions about the investment options available under the Plan or would like paper copies of additional investment information, you can obtain this information on [principal.com](https://www.principal.com) or by contacting the Plan Administrator:

GUEST SERVICES, INC.
3055 PROSPERITY AVE
FAIRFAX, VA 22031-2216
703-849-9300

Information about ERISA Section 404(c)

The Employee Retirement Income Security Act (ERISA) provides rules on the investment of retirement funds. GUEST SERVICES, INC has chosen to qualify the Plan as an ERISA 404(c) plan and intends to comply by providing information for you to make educated investment decisions and by letting you:

- Direct the investment of individual retirement accounts
- Choose from at least three diverse investment options
- Change investment choices at least quarterly

This means the Plan Fiduciary should not be liable for any investment losses that result from a participant's investment control, including a participant's election to use Target My Retirement®.

Your future, your choice

The Plan Fiduciary makes certain investment options available to you under the Plan. But you are responsible for directing the retirement funds to the options available in the Plan that work best for you. You can make changes to your investment mix by logging into your account at [principal.com](https://www.principal.com). Learn more about the investment options available under the Plan online and in the Investment Option Summary.

Directing or transferring between investment options

Certain investment options may have restrictions. See the Investment Option Summary for details.

You can direct or transfer retirement funds between the different investment options at least quarterly, but the Plan may allow for more frequent transfers and changes. To update investment elections for your current balance or future contributions, log in to your account at principal.com or call us at 800.547.7754.

Voting rights

A description of the exercise of voting, tender and similar rights for an investment alternative and any restrictions on these rights can be found in the relevant Plan document or trustee powers section of the trust agreement. If you would like copies of these documents, contact the Plan Administrator, if applicable.

Fees and expenses⁺

For the current year, an annual Plan administrative expense of 0.40% applies to your account balance. One-twelfth of the total amount will be deducted from your account balance each month.

A portion of the total investment expense of the Plan's investment options may contain revenue sharing. Any revenue sharing received from the Plan's investment options will be credited back in full to the impacted participant as a Fee Adjustment pursuant to the frequency of receipt of the Expected Revenue; either monthly or quarterly. Please refer to the enclosed Investment Option Summary to review information about revenue sharing (if applicable) included in the Total Investment Expense of each investment.

Plan administrative expenses typically cover items such as recordkeeping, participant website access, participant statements, Plan compliance services and financial professional services.

Occasionally, there may be additional Plan expenses during normal Plan operation for services such as legal, auditing, other service provider, consulting or investment advice. The Plan Fiduciary determines how these expenses are allocated at the time the expenses are paid. These expenses are typically allocated among participants based on participant account balance, but may be allocated by dividing the total expenses to be deducted by the total number of participants in the Plan. You can view the dollar amount of applicable expenses under your account at principal.com and on your statement.

Participant-level fees

Participant transaction fees will be charged to your account balance for the services you choose to use. Participant transaction fees for the Plan include:

- **Distribution installment fee:** \$12.50 per quarter
- **Loan maintenance fee for new loans:** \$12.00 per quarter
- **Loan setup fee:** \$75.00
- **Qualified Domestic Relations Order fee:** \$220.00 Per hour for each Domestic Relations Order reviewed. The fee is divided between the participant and the alternate payee involved unless specified differently within the Domestic Relations Order or the Plan's administrative procedures.
- **Qualified Domestic Relations Order processing fee:** \$350.00 for each Domestic Relations Order processed. The fee is divided equally between the participant and the alternate payee involved unless specified differently within the Domestic Relations Order or the Plan's Administrative Procedures.
- **Wire transfer fee:** \$25.00
- **Fee for overnight mailing a check:** \$25.00
- **Stop payment fee:** \$25.00
- **402(g) refund fee (deferral contributions made in excess of IRS limit):** \$50.00

Target My Retirement[®]

You may elect to enroll in Target My Retirement. With Target My Retirement, Morningstar Investment Management LLC manages the investment mix for your account. Using your account data, Target My Retirement will manage your account by tailoring an ongoing investment strategy for your unique circumstances and outlook. This service is right there with you as you prepare for retirement by monitoring, rebalancing and adjusting your investment strategy as you move through different stages of life.

The below "Information about Target My Retirement" describes the Target My Retirement service in more detail, including the investment objective, risk and return characteristics, and fees and expenses.

Target My Retirement is a managed account service and is subject to the same risks as the underlying asset class. **The principal value of the account is not guaranteed. Investment return and principal value will fluctuate with market conditions, and participants may lose money.** Please carefully review the disclosure document before investing. This may be accessed [here](#) or by requesting a copy from the Compliance department at Morningstar Investment Management at 312-696-6000.

Information about Target My Retirement

Description: The Target My Retirement service is a managed account program that provides you with a personalized investment strategy. Morningstar Investment Management LLC, a registered investment adviser and subsidiary of Morningstar, Inc., will act as the fiduciary within the program and will invest and manage your retirement account based on your personal information, including age, gender, years to retirement, current salary, current savings rate and account balance, and other personal and financial information that you provide to Morningstar Investment Management. The investment strategy is regularly monitored and rebalanced as you approach retirement, as your financial needs change, and as you update information about you through the Morningstar Investment Management website. While in the service, you will be unable to make transfers among the plan's eligible investment options (as defined in the Participant Agreement) and direct how new contributions are allocated. You may stop participation in the service at any time by calling 800.547.7754 or by logging into your account at [principal.com](#).

Investment Objective: The Target My Retirement service seeks to achieve varying degrees of capital appreciation and capital preservation through a mix of equity and fixed income investments consistent with your circumstances.

Risks and Return: The program, and each allocation within the program, may be subject to equity market, foreign equity market, real estate market, foreign bond market, and domestic bond market risks, any of which could cause an investor to lose money. While the allocation for each individual may vary, the investments made for participants who are further from their anticipated retirement may involve greater risks than investments made for participants who are closer to retirement, due to the fact that investments made for participants who are further from retirement typically include a greater allocation to equity securities. Participants whose account assets are invested more heavily in equity securities are also subject to greater risk of market fluctuations. The actual allocation for each individual depends on several demographic and account factors. The factors include age, anticipated retirement age, the participant's current account balance, the participant's eligible income, the participant's current savings rate, gender (for life expectancy) and any additional assets held outside the Plan that the participant expects to use for retirement income purposes and that the participant has provided to Morningstar Investment Management.

Fees and Expenses: The fees and expenses associated with Target My Retirement consist of an asset-based program fee of .50% of Eligible Investment Options* per year. The program fees are accrued daily and charged to your retirement accounts managed under the Target My Retirement service on a monthly basis. These fees are in addition to investment advisory and other fees charged by mutual funds and other investment options in which participant account balances are invested.

*Investment options generally not eligible for inclusion in the service include but are not limited to company stock or other stock investments, self-directed brokerage account investments, and guaranteed interest accounts. You have responsibility for managing these retirement funds. Therefore, the fee will not apply to investment options that are not eligible for the service.

+ If you have a balance in an investment that is excluded from the collection of expenses, we will collect the expense from the balances in other investments, beginning with the investment with the largest balance.

The following information is available upon request from the Plan Administrator (at no charge):

- Copies of prospectuses (or any short-form or summary prospectuses) for the investment options
- Copies of any financial statements or reports, such as statements of additional information and shareholder reports, and of any other similar materials relating to the Plan's designated investment options
- A statement of the value of a share or unit of each designated investment option and the date of the valuation
- A list of the assets comprising the portfolio of each investment option which constitute Plan assets and the value of each asset (or the proportion of the investment which it comprises)

- The following information about each investment option (including fixed-return investment options) available under the Plan: issuer name, investment objective, principal strategies and risks, turnover rate, performance, and fee and expense information
- To the extent a group annuity contract under the Plan permits you to select an annuity guaranteed by an insurance company, a statement that the guarantee provided by the insurance company is subject to its long-term financial strength and claims-paying ability

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To help you make informed investment choices and for more information about the investment options available to you, including investment objectives, performance and fees, please review the enclosed materials or visit principal.com.

The Managed Accounts and Advice services presented through Target My Retirement are offered by Morningstar Investment Management LLC, a registered investment adviser and subsidiary of Morningstar, Inc., and are intended for citizens or legal residents of the United States or its territories. The Morningstar name and logo are registered marks of Morningstar, Inc. Investment advice generated by Morningstar Investment Management is based on information provided and limited to the investment options available in the defined contribution plan. Projections and other information regarding the likelihood of various retirement income and/or investment outcomes are hypothetical in nature, do not reflect actual results, and are not guarantees of future results. Results may vary with each use and over time. The Morningstar name and logo are registered marks of Morningstar, Inc. Morningstar Investment Management is not affiliated with Principal®.

All investments involve risk, including the loss of principal. There can be no assurance that any financial strategy will be successful. Morningstar Investment Management does not guarantee that the results of their advice, recommendations or objectives of a strategy will be achieved.

For important information on the plan's investment options, see the Investment Option Summary. Insurance products and plan administrative services provided through Principal Life Insurance Co. Securities are offered through Principal Securities, Inc, 800-547-7754, [member SIPC](#) and/or independent brokerdealers. Securities sold by a Principal Securities Registered Representative are offered through Principal Securities, Inc., Principal Securities and Principal Life are members of the Principal Financial Group, Des Moines, Iowa, 50392. Certain investment options may not be available in all states or U.S. commonwealths.

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Investment Option Summary

As of 09/30/2020

This document provides important information to help you compare the investment options available to you under the retirement plan.

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. For additional information on the investment options, including most recent month-end performance, log in to the Principal Financial Group® website at principal.com or call our automated phone system at 1-800-547-7754.

Additional information available online includes, if applicable, the name of the investment option's issuer; the investment option's objectives or goals; the investment option's principal strategies, including a general description of the types of assets held by the investment option; the portfolio turnover rate; and the investment option's performance data and fee and expense information.

In situations where the net and gross total investment expense figures are different, the mutual fund or the underlying fund in which a Separate Account 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 based on total investment expense net.

Total Investment Expense - Gross is the current maximum expense ratio, as a percentage of assets that can be applied to this investment option.

Total Investment Expense - Net; you will be responsible for this expense and it will be automatically taken prior to calculating performance. Total Investment Expense Net is the Total Investment Expense Gross expense ratio less any fee waivers, reimbursements or caps, if applicable. The expenses ratio, as a percentage of net assets, includes applicable operating expenses, management fees, including 12b-1 fees, and administrative fees.

Fees and expenses are only one of several factors that participants and beneficiaries should consider when making investment decisions. Some or all of the Plan administrative expenses are paid from the total investment expense of one or more of the Plan's investment options. The cumulative effect of fees and expenses can substantially reduce the growth of a participant's or beneficiary's retirement account. Participants and beneficiaries can visit the Employee Benefit Security Administration's website for an example demonstrating the long-term effect of fees and expenses.

For a glossary of terms to assist you in understanding the designated investment options, log in to your account at principal.com.

Asset Class: **Short-Term Fixed Income**

This asset class is generally composed of short-term, fixed-income investment options that are largely liquid and are designed to not lose much value. These investment options may include stable value, money market, short-term bond, and guaranteed interest accounts. They are considered to be among the least risky forms of investment options. However, they typically have a lower rate of return than equities or longer-term fixed income investment options over long periods of time. Depending on the objectives of the investment options, they may experience price fluctuations and may lose value.

Investment Category: **Stable Value**Inv Manager or Sub-Advisor: **Morley Capital Management**

Investment Option Name	Average Annual Total Return										
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
Morley Stable Value Fund ³⁰	1.46	2.01	2.00	1.80	1.60	3.67	2.22	1.69	1.63	3.72	1/1994
Benchmark: Bloomberg Barclays US Government 1-3 Year Index	3.09	3.62	2.66	1.82	1.30	-	3.59	1.40	1.25	-	-

Description: The objective of the Fund is to provide preservation of capital, relatively stable returns consistent with its comparatively low risk profile, and liquidity for benefit responsive plan or participant payments.

Composition (% of Assets) as of 03/31/2014	Fees & Expenses	# of Transfers Allowed/Time Period
N/A	Total Inv Exp Net %	0.46
	Contractual Cap Expiration Date	N/A
	Waiver Expiration Date	N/A
	Total Inv Exp Gross %	0.46
	Total Inv Exp Gross Per \$1,000 Invested	\$4.60
	Redemption Fee	-
	Revenue Sharing %	0.00

Asset Class: **Fixed Income**

This asset class is generally composed of investment options that invest in bonds, or debt of a company or government entity (including U.S. and Non- U.S.). It may also include real estate investment options that directly own property. These investment options typically carry more risk than short-term fixed income investment options (including, for real estate investment options, liquidity risk), but less overall risk than equities. All investment options in this category have the potential to lose value.

Investment Category: **High Yield Bond**Inv Manager or Sub-Advisor: **Lord Abbett & Co, LLC**

Investment Option Name	Average Annual Total Return										
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
Lord Abbett High Yield R6 Fund 16,18,22	-2.23	0.49	2.72	5.92	6.48	4.78	15.36	6.33	7.80	6.13	6/2015
Benchmark: Merrill Lynch U.S. High Yield Master II Index	-0.30	2.30	3.83	6.61	6.28	-	14.41	6.13	7.50	-	-

Description: The investment seeks a high current income and the opportunity for capital appreciation to produce a high total return. The fund normally pursues its investment objective by investing at least 80% of its net assets, plus the amount of any borrowings for investment purposes, in lower-rated debt securities, including corporate debt securities and securities that are convertible into common stock or have warrants to purchase common stock. It may invest up to 20% of its net assets in foreign securities (including emerging market securities and American Depository Receipts ("ADRs")). The fund may invest up to 20% of its net assets in municipal securities.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
U.S. Bonds	75.94	Non-U.S. Bonds	16.30	Total Inv Exp Net %	0.62		-	
U.S. Stocks	3.97	Convertibles	3.44	Contractual Cap Expiration Date	N/A			
Preferred	0.17	Non-U.S. Stocks	0.10	Waiver Expiration Date	N/A			
Other	0.08			Total Inv Exp Gross %	0.62			
				Total Inv Exp Gross Per \$1,000 Invested	\$6.20			
				Redemption Fee	-			
				Revenue Sharing %	0.00			

Investment Category: **Intermediate Core-Plus Bond**Inv Manager or Sub-Advisor: **Pioneer Mutual Funds**

Investment Option Name	Average Annual Total Return										
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
Pioneer Bond Y Fund 16,18,22,G	5.52	6.24	4.95	4.56	4.39	5.54	9.28	3.51	4.80	5.46	9/2001
Benchmark: Bloomberg Barclays U.S. Universal Index	6.20	6.68	5.15	4.49	3.92	-	9.29	3.44	4.12	-	-

Description: The investment seeks current income and total return. Normally, the fund invests at least 80% of its net assets (plus the amount of borrowings, if any, for investment purposes) in debt securities issued or guaranteed by the U.S. government, its agencies and instrumentalities, investment grade debt securities (including convertible debt) of corporate or other issuers and cash, cash equivalents and other short-term holdings. The fund may invest a substantial portion of its assets in mortgage-related securities, including collateralized mortgage obligations and "sub-prime" mortgages, and asset-backed securities.

Composition (% of Assets) as of 07/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
U.S. Bonds	80.04	Non-U.S. Bonds	11.05	Total Inv Exp Net %	0.46		1/30 day period	
Cash	5.85	Convertibles	1.48	Contractual Cap Expiration Date	N/A			
Preferred	1.20	Other	0.38	Waiver Expiration Date	N/A			
				Total Inv Exp Gross %	0.46			
				Total Inv Exp Gross Per \$1,000 Invested	\$4.60			
				Redemption Fee	-			
				Revenue Sharing %	0.23			

Asset Class: **Fixed Income**

This asset class is generally composed of investment options that invest in bonds, or debt of a company or government entity (including U.S. and Non- U.S.). It may also include real estate investment options that directly own property. These investment options typically carry more risk than short-term fixed income investment options (including, for real estate investment options, liquidity risk), but less overall risk than equities. All investment options in this category have the potential to lose value.

Investment Category: **Intermediate Core-Plus Bond**

Inv Manager or Sub-Advisor: **PGIM Investments, LLC**

Investment Option Name	Average Annual Total Return										
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
PGIM Total Return Bond A Fund ^{16,18,E}	5.29	5.56	5.25	4.93	4.71	6.00	10.71	3.97	5.19	5.97	1/1995
Benchmark: Bloomberg Barclays U.S. Universal Index	6.20	6.68	5.15	4.49	3.92	-	9.29	3.44	4.12	-	-

Description: The investment seeks total return. The fund will seek to achieve its objective through a mix of current income and capital appreciation as determined by the fund's subadvisor. It invests, under normal circumstances, at least 80% of the fund's investable assets in bonds. For purposes of this policy, bonds include all fixed income securities, other than preferred stock, with a maturity at date of issue of greater than one year. The fund may invest up to 30% of its investable assets in speculative, high risk, below investment-grade securities having a rating of not lower than CCC. It may invest up to 30% of its investable assets in foreign debt securities.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
U.S. Bonds	64.83	Non-U.S. Bonds	29.69	Total Inv Exp Net %	0.76		2/90 day period	
Cash	3.84	Convertibles	1.46	Contractual Cap Expiration Date	N/A			
Preferred	0.18			Waiver Expiration Date	02/28/2021			
				Total Inv Exp Gross %	0.81			
				Total Inv Exp Gross Per \$1,000 Invested	\$8.10			
				Redemption Fee	-			
				Revenue Sharing %	0.50			

Asset Class: **Balanced/Asset Allocation**

This asset class is generally composed of a combination of fixed income and equity investment options. These investment options may include balanced, asset allocation, target-date, and target-risk investment options. Although typically lower risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value.

Investment Category: **Target-Date 2000-2010**Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return										
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
American Funds Target Date Retirement 2010 R6 Fund ^{14,15,18}	3.12	7.07	5.37	6.79	6.74	8.12	13.88	5.49	7.06	8.40	7/2009
Benchmark: Morningstar Lifetime Moderate 2010 Index	4.51	8.00	6.22	6.73	6.37	-	14.93	5.22	6.59	-	-

Description: The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity-income and balanced funds as it continues past its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period			
U.S. Bonds	46.32	U.S. Stocks	26.48	Total Inv Exp Net %			0.31			
Non-U.S. Stocks	11.10	Cash	8.25	Contractual Cap Expiration Date			N/A			
Non-U.S. Bonds	7.17	Convertibles	0.44	Waiver Expiration Date			N/A			
Preferred	0.24			Total Inv Exp Gross %			0.31			
				Total Inv Exp Gross Per \$1,000 Invested			\$3.10			
				Redemption Fee			-			
				Revenue Sharing %			0.00			

Investment Category: **Target-Date 2015**Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return										
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
American Funds Target Date Retirement 2015 R6 Fund ^{14,15,18}	3.03	7.38	5.67	7.11	7.25	8.61	14.94	5.85	7.51	8.94	7/2009
Benchmark: Morningstar Lifetime Moderate 2015 Index	4.70	8.44	6.61	7.27	6.90	-	16.29	5.63	7.11	-	-

Description: The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity-income and balanced funds as it continues past its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period			
U.S. Bonds	42.56	U.S. Stocks	29.83	Total Inv Exp Net %			0.31			
Non-U.S. Stocks	12.52	Cash	7.85	Contractual Cap Expiration Date			N/A			
Non-U.S. Bonds	6.63	Convertibles	0.36	Waiver Expiration Date			N/A			
Preferred	0.25			Total Inv Exp Gross %			0.31			
				Total Inv Exp Gross Per \$1,000 Invested			\$3.10			
				Redemption Fee			-			
				Revenue Sharing %			0.00			

Asset Class: **Balanced/Asset Allocation**

This asset class is generally composed of a combination of fixed income and equity investment options. These investment options may include balanced, asset allocation, target-date, and target-risk investment options. Although typically lower risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value.

Investment Category: **Target-Date 2020**Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return										
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
American Funds Target Date Retirement 2020 R6 Fund ^{14,15,18}	3.85	8.56	6.30	7.78	7.99	9.39	15.59	6.37	8.17	9.70	7/2009
Benchmark: Morningstar Lifetime Moderate 2020 Index	4.48	8.59	6.87	7.81	7.47	-	17.73	6.10	7.70	-	-

Description: The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity-income and balanced funds as it continues past its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth funds, growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period			
U.S. Bonds	42.20	U.S. Stocks	30.89	Total Inv Exp Net %			-			
Non-U.S. Stocks	11.96	Cash	7.80	Contractual Cap Expiration Date			N/A			
Non-U.S. Bonds	6.58	Convertibles	0.35	Waiver Expiration Date			N/A			
Preferred	0.21			Total Inv Exp Gross %			0.31			
				Total Inv Exp Gross Per \$1,000 Invested			\$3.10			
				Redemption Fee			-			
				Revenue Sharing %			0.00			

Investment Category: **Target-Date 2025**Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return										
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
American Funds Target Date Retirement 2025 R6 Fund ^{14,15,18}	5.10	11.04	7.34	8.91	9.13	10.53	17.85	7.12	9.15	10.80	7/2009
Benchmark: Morningstar Lifetime Moderate 2025 Index	3.74	8.40	6.98	8.37	8.08	-	19.36	6.66	8.36	-	-

Description: The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity-income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth funds, growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period			
U.S. Stocks	35.74	U.S. Bonds	33.93	Total Inv Exp Net %			-			
Non-U.S. Stocks	15.90	Cash	7.77	Contractual Cap Expiration Date			N/A			
Non-U.S. Bonds	6.22	Convertibles	0.28	Waiver Expiration Date			N/A			
Preferred	0.16			Total Inv Exp Gross %			0.33			
				Total Inv Exp Gross Per \$1,000 Invested			\$3.30			
				Redemption Fee			-			
				Revenue Sharing %			0.00			

Asset Class: **Balanced/Asset Allocation**

This asset class is generally composed of a combination of fixed income and equity investment options. These investment options may include balanced, asset allocation, target-date, and target-risk investment options. Although typically lower risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value.

Investment Category: **Target-Date 2030**Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return											
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
American Funds Target Date Retirement 2030 R6 Fund ^{14,15,18}	4.93	11.76	7.93	9.96	9.84	11.27	20.06	8.07	9.88	11.61	7/2009	
Benchmark: Morningstar Lifetime Moderate 2030 Index	2.34	7.79	6.89	8.88	8.60	-	21.24	7.28	9.01	-	-	

Description: The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity-income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth funds, growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	42.96	U.S. Bonds	23.45	Total Inv Exp Net %			-				
Non-U.S. Stocks	20.35	Cash	7.91	Contractual Cap Expiration Date			N/A				
Non-U.S. Bonds	4.98	Preferred	0.19	Waiver Expiration Date			N/A				
Convertibles	0.15	Other	0.01	Total Inv Exp Gross %			0.35				
				Total Inv Exp Gross Per \$1,000 Invested			\$3.50				
				Redemption Fee			-				
				Revenue Sharing %			0.00				

Investment Category: **Target-Date 2035**Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return											
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
American Funds Target Date Retirement 2035 R6 Fund ^{14,15,18}	5.05	13.46	8.75	10.99	10.34	11.73	23.29	8.99	10.34	12.09	7/2009	
Benchmark: Morningstar Lifetime Moderate 2035 Index	0.47	6.79	6.55	9.20	8.87	-	23.04	7.82	9.47	-	-	

Description: The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity-income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth funds, growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	50.21	Non-U.S. Stocks	25.46	Total Inv Exp Net %			-				
U.S. Bonds	13.91	Cash	8.17	Contractual Cap Expiration Date			N/A				
Non-U.S. Bonds	1.95	Preferred	0.22	Waiver Expiration Date			N/A				
Convertibles	0.06	Other	0.03	Total Inv Exp Gross %			0.37				
				Total Inv Exp Gross Per \$1,000 Invested			\$3.70				
				Redemption Fee			-				
				Revenue Sharing %			0.00				

Asset Class: **Balanced/Asset Allocation**

This asset class is generally composed of a combination of fixed income and equity investment options. These investment options may include balanced, asset allocation, target-date, and target-risk investment options. Although typically lower risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value.

Investment Category: **Target-Date 2040**Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return										
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
American Funds Target Date Retirement 2040 R6 Fund ^{14,15,18}	5.10	14.07	9.05	11.34	10.56	11.19	24.40	9.30	10.54	11.51	7/2009
Benchmark: Morningstar Lifetime Moderate 2040 Index	-1.14	5.87	6.14	9.29	8.90	-	24.35	8.15	9.68	-	-

Description: The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity-income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth funds, growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period		
U.S. Stocks	53.46	Non-U.S. Stocks	27.14	Total Inv Exp Net %			-		
U.S. Bonds	9.14	Cash	8.22	Contractual Cap Expiration Date			N/A		
Non-U.S. Bonds	1.71	Preferred	0.24	Waiver Expiration Date			N/A		
Convertibles	0.06	Other	0.04	Total Inv Exp Gross %			0.38		
				Total Inv Exp Gross Per \$1,000 Invested			\$3.80		
				Redemption Fee			-		
				Revenue Sharing %			0.00		

Investment Category: **Target-Date 2045**Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return										
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
American Funds Target Date Retirement 2045 R6 Fund ^{14,15,18}	5.19	14.30	9.18	11.52	10.65	12.01	24.68	9.45	10.62	12.38	7/2009
Benchmark: Morningstar Lifetime Moderate 2045 Index	-2.12	5.28	5.83	9.24	8.79	-	24.97	8.26	9.69	-	-

Description: The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity-income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth funds, growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period		
U.S. Stocks	54.42	Non-U.S. Stocks	27.66	Total Inv Exp Net %			-		
Cash	8.31	U.S. Bonds	7.84	Contractual Cap Expiration Date			N/A		
Non-U.S. Bonds	1.46	Preferred	0.22	Waiver Expiration Date			N/A		
Convertibles	0.05	Other	0.04	Total Inv Exp Gross %			0.38		
				Total Inv Exp Gross Per \$1,000 Invested			\$3.80		
				Redemption Fee			-		
				Revenue Sharing %			0.00		

Asset Class: **Balanced/Asset Allocation**

This asset class is generally composed of a combination of fixed income and equity investment options. These investment options may include balanced, asset allocation, target-date, and target-risk investment options. Although typically lower risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value.

Investment Category: **Target-Date 2050**Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return										
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
American Funds Target Date Retirement 2050 R6 Fund ^{14,15,18}	5.28	14.63	9.34	11.65	10.71	12.07	25.04	9.55	10.68	12.43	7/2009
Benchmark: Morningstar Lifetime Moderate 2050 Index	-2.53	5.01	5.63	9.16	8.67	-	25.09	8.24	9.61	-	-

Description: The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity-income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth funds, growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period			
U.S. Stocks	55.83	Non-U.S. Stocks	27.54	Total Inv Exp Net %			-			
Cash	8.34	U.S. Bonds	6.68	Contractual Cap Expiration Date			N/A			
Non-U.S. Bonds	1.33	Preferred	0.21	Waiver Expiration Date			N/A			
Other	0.04	Convertibles	0.03	Total Inv Exp Gross %			0.39			
				Total Inv Exp Gross Per \$1,000 Invested			\$3.90			
				Redemption Fee			-			
				Revenue Sharing %			0.00			

Investment Category: **Target-Date 2055**Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return										
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
American Funds Target Date Retirement 2055 R6 Fund ^{14,15,18}	5.23	14.56	9.30	11.63	10.69	10.76	25.09	9.54	-	11.05	2/2010
Benchmark: Morningstar Lifetime Moderate 2055 Index	-2.69	4.88	5.51	9.10	8.54	-	25.05	8.19	9.50	9.91	-

Description: The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity-income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth funds, growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period			
U.S. Stocks	55.83	Non-U.S. Stocks	27.42	Total Inv Exp Net %			-			
Cash	8.35	U.S. Bonds	6.80	Contractual Cap Expiration Date			N/A			
Non-U.S. Bonds	1.34	Preferred	0.21	Waiver Expiration Date			N/A			
Other	0.04	Convertibles	0.03	Total Inv Exp Gross %			0.40			
				Total Inv Exp Gross Per \$1,000 Invested			\$4.00			
				Redemption Fee			-			
				Revenue Sharing %			0.00			

Asset Class: **Balanced/Asset Allocation**

This asset class is generally composed of a combination of fixed income and equity investment options. These investment options may include balanced, asset allocation, target-date, and target-risk investment options. Although typically lower risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value.

Investment Category: **Target-Date 2060+**Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return										
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
American Funds Target Date Retirement 2060 R6 Fund ^{14,15,18}	5.21	14.49	9.28	11.59	-	9.16	25.01	-	-	9.50	3/2015
Benchmark: Morningstar Lifetime Moderate 2060 Index	-2.81	4.78	5.39	9.03	8.40	-	24.96	8.13	9.41	8.10	-

Description: The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth funds, growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	55.76	Non-U.S. Stocks	27.37	Total Inv Exp Net %			-				
Cash	8.35	U.S. Bonds	6.90	Contractual Cap Expiration Date			N/A				
Non-U.S. Bonds	1.35	Preferred	0.20	Waiver Expiration Date			N/A				
Other	0.04	Convertibles	0.03	Total Inv Exp Gross %			0.41				
				Total Inv Exp Gross Per \$1,000 Invested			\$4.10				
				Redemption Fee			-				
				Revenue Sharing %			0.00				

Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return										
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
American Funds Target Date Retirement 2065 R6 Fund	-	-	-	-	-	29.60	-	-	-	-	3/2020
Benchmark: Morningstar Lifetime Moderate 2060 Index	-2.81	4.78	5.39	9.03	8.40	-	24.96	8.13	9.41	-	-

Description: The investment seeks growth, income and conservation of capital. The fund normally invests a greater portion of its assets in fixed income, equity income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories, including growth funds, growth-and-income funds, equity-income funds, balanced funds and fixed income funds. The fund categories represent differing investment objectives.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	55.57	Non-U.S. Stocks	27.27	Total Inv Exp Net %			-				
Cash	8.67	U.S. Bonds	6.88	Contractual Cap Expiration Date			N/A				
Non-U.S. Bonds	1.35	Preferred	0.20	Waiver Expiration Date			01/31/2021				
Other	0.04	Convertibles	0.03	Total Inv Exp Gross %			0.45				
				Total Inv Exp Gross Per \$1,000 Invested			\$4.50				
				Redemption Fee			-				
				Revenue Sharing %			0.00				

Asset Class: Large U.S. Equity

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in large, well-established, U.S. companies. These investment options typically carry more risk than fixed income investment options but have the potential for higher returns over longer time periods. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Large Value**Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return											
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
American Funds American Mutual R6 Fund 22	-3.00	2.62	6.95	10.65	10.97	12.28	22.12	9.57	11.80	13.52	5/2009	
Benchmark: Russell 1000 Value Index	-11.58	-5.03	2.63	7.66	9.95	-	26.54	8.29	11.80	-	-	

Description: The investment seeks current income, growth of capital and conservation of principal. The fund invests primarily in common stocks of companies that are likely to participate in the growth of the American economy and whose dividends appear to be sustainable. It invests primarily in securities of issuers domiciled in the United States and Canada. The fund may also invest in bonds and other debt securities, including those issued by the U.S. government and by federal agencies and instrumentalities.

Composition (% of Assets) as of 06/30/2020	Fees & Expenses	# of Transfers Allowed/Time Period
U.S. Stocks 80.96 Non-U.S. Stocks 10.53	Total Inv Exp Net % 0.28	-
Cash 7.16 U.S. Bonds 1.04	Contractual Cap Expiration Date N/A	
Preferred 0.31	Waiver Expiration Date N/A	
	Total Inv Exp Gross % 0.28	
	Total Inv Exp Gross Per \$1,000 Invested \$2.80	
	Redemption Fee -	
	Revenue Sharing % 0.00	

Inv Manager or Sub-Advisor: **Principal Global Investors**

Investment Option Name	Average Annual Total Return											
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
Equity Income Separate Account A,3,12,28,F	-7.75	-1.92	6.77	10.81	10.99	8.93	29.24	10.73	12.82	9.13	6/2009	
Benchmark: Russell 1000 Value Index	-11.58	-5.03	2.63	7.66	9.95	-	26.54	8.29	11.80	-	-	

Description: The investment seeks to provide current income and long-term growth of income and capital. Under normal circumstances, the fund invests at least 80% of its net assets, plus any borrowings for investment purposes, in dividend-paying equity securities at the time of purchase. It usually invests in equity securities of companies with large and medium market capitalizations. The fund invests in value equity securities, an investment strategy that emphasizes buying equity securities that appear to be undervalued.

Composition (% of Assets) as of 08/31/2020	Fees & Expenses	# of Transfers Allowed/Time Period
U.S. Stocks 83.48 Non-U.S. Stocks 13.81	Total Inv Exp Net % 0.30	1/30 day period
Cash 2.71	Contractual Cap Expiration Date 02/28/2021	
	Waiver Expiration Date N/A	
	Total Inv Exp Gross % 0.31	
	Total Inv Exp Gross Per \$1,000 Invested \$3.10	
	Redemption Fee -	
	Revenue Sharing % 0.00	

Asset Class: **Large U.S. Equity**

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in large, well-established, U.S. companies. These investment options typically carry more risk than fixed income investment options but have the potential for higher returns over longer time periods. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Large Blend**Inv Manager or Sub-Advisor: **Principal Global Investors**

Investment Option Name	Average Annual Total Return										
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
LargeCap S&P 500 Index Separate Account A,2,8,24,26,31,F	5.56	15.11	12.23	14.09	13.67	9.81	31.38	11.63	13.48	9.87	1/1990
Benchmark: Standard & Poor's 500 Index	5.57	15.15	12.28	14.15	13.74	-	31.49	11.70	13.56	-	-

Description: The investment option normally invests the majority of assets in common stocks of companies that compose the S&P 500 Index. Management attempts to mirror the investment performance of the index by allocating assets in approximately the same weightings as the S&P 500 Index. Over the long-term, management seeks a very close correlation between the performance of the Separate Account before expenses and that of the S&P 500 Index.

Composition (% of Assets) as of 08/31/2020	Fees & Expenses	# of Transfers Allowed/Time Period
U.S. Stocks 96.24 Cash 2.85	Total Inv Exp Net % 0.05	1/30 day period
Non-U.S. Stocks 0.90	Contractual Cap Expiration Date N/A	
	Waiver Expiration Date N/A	
	Total Inv Exp Gross % 0.05	
	Total Inv Exp Gross Per \$1,000 Invested \$0.50	
	Redemption Fee -	
	Revenue Sharing % 0.00	

Investment Category: **Large Growth**Inv Manager or Sub-Advisor: **Legg Mason Institutional Funds**

Investment Option Name	Average Annual Total Return										
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
ClearBridge Large Cap Growth IS Fund ²²	20.56	31.47	19.53	18.44	16.95	17.33	32.22	14.30	14.69	16.18	3/2013
Benchmark: Russell 1000 Growth Index	24.33	37.53	21.67	20.10	17.25	-	36.39	14.63	15.22	-	-

Description: The investment seeks long-term capital growth. Under normal circumstances, the fund invests at least 80% of its net assets, plus borrowings for investment purposes, if any, in equity securities or other instruments with similar economic characteristics of U.S. companies with large market capitalizations.

Composition (% of Assets) as of 06/30/2020	Fees & Expenses	# of Transfers Allowed/Time Period
U.S. Stocks 95.40 Non-U.S. Stocks 3.50	Total Inv Exp Net % 0.64	-
Cash 1.10	Contractual Cap Expiration Date N/A	
	Waiver Expiration Date N/A	
	Total Inv Exp Gross % 0.64	
	Total Inv Exp Gross Per \$1,000 Invested \$6.40	
	Redemption Fee -	
	Revenue Sharing % 0.00	

Asset Class: **Large U.S. Equity**

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in large, well-established, U.S. companies. These investment options typically carry more risk than fixed income investment options but have the potential for higher returns over longer time periods. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Large Growth**Inv Manager or Sub-Advisor: **MFS Investment Management**

Investment Option Name	Average Annual Total Return											
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
MFS Growth R4 Fund ^{22,F}	21.95	32.34	22.40	20.16	17.15	12.89	37.68	15.25	15.15	12.07	4/2005	
Benchmark: Russell 1000 Growth Index	24.33	37.53	21.67	20.10	17.25	-	36.39	14.63	15.22	-	-	

Description: The investment seeks capital appreciation. The fund normally invests in equity securities. Equity securities include common stocks and other securities that represent an ownership interest (or right to acquire an ownership interest) in a company or other issuer. The adviser focuses on investing the fund's assets in the stocks of companies the advisor believes to have above average earnings growth potential compared to other companies (growth companies).

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period					
U.S. Stocks	93.78	Non-U.S. Stocks	3.57	Total Inv Exp Net %			2/calendar quarter					
Cash	2.66				Contractual Cap Expiration Date			N/A				
				Waiver Expiration Date			N/A					
				Total Inv Exp Gross %			0.66					
				Total Inv Exp Gross Per \$1,000 Invested			\$6.60					
				Redemption Fee			-					
				Revenue Sharing %			0.15					

Asset Class: **Small/Mid U.S. Equity**

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in small- to medium-sized U.S. companies. These investment options typically carry more risk than larger U.S. equity investment options but have the potential for higher returns. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Mid Cap Value**Inv Manager or Sub-Advisor: **American Century Inv. Mgmt.**

Investment Option Name	Average Annual Total Return											
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
American Century Mid-Cap Value R6 Fund ^{1,22}	-12.71	-6.78	1.07	7.28	10.12	7.57	29.31	9.00	12.45	10.81	7/2013	
Benchmark: Russell Midcap Value Index	-12.84	-7.30	0.82	6.38	9.71	-	27.06	7.62	12.41	-	-	

Description: The investment seeks long-term capital growth; income is a secondary consideration. Under normal market conditions, the portfolio managers will invest at least 80% of the fund's net assets in medium size companies. The portfolio managers consider medium size companies to include those whose market capitalizations at the time of purchase are within the capitalization range of the Russell 3000(R) Index, excluding the largest 100 such companies.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period					
U.S. Stocks	84.35	Non-U.S. Stocks	13.21	Total Inv Exp Net %			-					
Cash	2.44				Contractual Cap Expiration Date			N/A				
				Waiver Expiration Date			N/A					
				Total Inv Exp Gross %			0.63					
				Total Inv Exp Gross Per \$1,000 Invested			\$6.30					
				Redemption Fee			-					
				Revenue Sharing %			0.00					

Asset Class: Small/Mid U.S. Equity

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in small- to medium-sized U.S. companies. These investment options typically carry more risk than larger U.S. equity investment options but have the potential for higher returns. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Mid Cap Blend**

Inv Manager or Sub-Advisor: **Principal Global Investors**

Investment Option Name	Average Annual Total Return											
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
MidCap S&P 400 Index Separate Account A,1,2,10,24,26,31,F	-8.68	-2.24	2.82	8.02	10.39	8.97	26.12	8.94	12.62	9.81	8/1999	
Benchmark: Standard & Poor's 400 MidCap Stock Index	-8.62	-2.16	2.90	8.11	10.49	-	26.20	9.03	12.72	-	-	

Description: The investment option normally invests the majority of assets in common stocks of companies that compose the S&P MidCap 400 Index. Management attempts to mirror the investment performance of the index by allocating assets in approximately the same weightings as the S&P MidCap 400 Index. Over the long-term, management seeks a very close correlation between the performance of the Separate Account before expenses and that of the S&P MidCap 400 Index.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
U.S. Stocks	98.94	Cash	0.79	Total Inv Exp Net %	0.05		1/30 day period	
Non-U.S. Stocks	0.26			Contractual Cap Expiration Date	N/A			
				Waiver Expiration Date	N/A			
				Total Inv Exp Gross %	0.05			
				Total Inv Exp Gross Per \$1,000 Invested	\$0.50			
				Redemption Fee	-			
				Revenue Sharing %	0.00			

Investment Category: **Mid Cap Growth**

Inv Manager or Sub-Advisor: **Wells Fargo Fund Management**

Investment Option Name	Average Annual Total Return											
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
Wells Fargo Discovery Institutional Fund 1,22,G	29.19	37.91	21.30	18.94	16.37	12.98	39.60	12.37	15.21	11.59	8/2006	
Benchmark: Russell Midcap Growth Index	13.92	23.23	16.23	15.53	14.55	-	35.47	11.60	14.24	-	-	

Description: The investment seeks long-term capital appreciation. The fund normally invests at least 80% of its net assets in equity securities of small- and medium-capitalization companies; and up to 25% of the fund's total assets in equity securities of foreign issuers through ADRs and similar investments. The managers seek to identify companies that have the prospect for strong sales and earnings growth rates, that enjoy a competitive advantage and that they believe have effective management with a history of making investments that are in the best interests of shareholders.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
U.S. Stocks	89.83	Non-U.S. Stocks	9.06	Total Inv Exp Net %	0.88		1/30 day period	
Cash	1.01	Other	0.10	Contractual Cap Expiration Date	N/A			
				Waiver Expiration Date	N/A			
				Total Inv Exp Gross %	0.88			
				Total Inv Exp Gross Per \$1,000 Invested	\$8.80			
				Redemption Fee	-			
				Revenue Sharing %	0.15			

Asset Class: **Small/Mid U.S. Equity**

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in small- to medium-sized U.S. companies. These investment options typically carry more risk than larger U.S. equity investment options but have the potential for higher returns. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Small Value**Inv Manager or Sub-Advisor: **JP Morgan Investment Mgmt Inc.**

Investment Option Name	Average Annual Total Return										
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
Undiscovered Managers Behavioral Value R6 Fund 1,22,G	-27.67	-22.40	-7.22	1.83	8.14	4.47	23.34	8.26	13.28	10.21	4/2013
Benchmark: Russell 2000 Value Index	-21.54	-14.88	-5.13	4.11	7.09	-	22.39	6.99	10.56	-	-

Description: The investment seeks capital appreciation. The fund seeks to achieve its objective by investing primarily in common stocks of U.S. companies that the fund's sub-adviser believes have value characteristics. Such common stocks include stocks of small capitalization companies, similar to those that are included in the Russell 2000 Value Index and real estate investment trusts (REITs). In selecting stocks for the fund, the sub-adviser applies principles based on behavioral finance.

Composition (% of Assets) as of 08/31/2020	Fees & Expenses	# of Transfers Allowed/Time Period
U.S. Stocks 99.36 Non-U.S. Stocks 0.64	Total Inv Exp Net % 0.80	2/60 day period
	Contractual Cap Expiration Date N/A	
	Waiver Expiration Date 12/31/2020	
	Total Inv Exp Gross % 0.86	
	Total Inv Exp Gross Per \$1,000 Invested \$8.60	
	Redemption Fee -	
	Revenue Sharing % 0.00	

Investment Category: **Small Blend**Inv Manager or Sub-Advisor: **Principal Global Investors**

Investment Option Name	Average Annual Total Return										
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
SmallCap S&P 600 Index Separate Account A,1,2,9,24,26,31,F	-15.19	-8.24	-0.38	7.16	10.49	8.88	22.77	9.49	13.25	10.11	8/1999
Benchmark: Standard & Poor's 600 Stock Index	-15.25	-8.29	-0.33	7.20	10.57	-	22.78	9.56	13.35	-	-

Description: The investment seeks long-term growth of capital and normally invests the majority of assets in common stocks of companies that compose the S&P SmallCap 600 Index. Management attempts to mirror the investment performance of the index by allocating assets in approximately the same weightings as the S&P 600 Index. Over the long-term, management seeks a very close correlation between the performance of the Separate Account before expenses and that of the S&P 600 Index.

Composition (% of Assets) as of 08/31/2020	Fees & Expenses	# of Transfers Allowed/Time Period
U.S. Stocks 97.98 Non-U.S. Stocks 1.33	Total Inv Exp Net % 0.05	1/30 day period
Cash 0.69	Contractual Cap Expiration Date N/A	
	Waiver Expiration Date N/A	
	Total Inv Exp Gross % 0.05	
	Total Inv Exp Gross Per \$1,000 Invested \$0.50	
	Redemption Fee -	
	Revenue Sharing % 0.00	

Asset Class: **Small/Mid U.S. Equity**

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in small- to medium-sized U.S. companies. These investment options typically carry more risk than larger U.S. equity investment options but have the potential for higher returns. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Real Estate**Inv Manager or Sub-Advisor: **Principal Real Estate Inv**

Investment Option Name	Average Annual Total Return											
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)					
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date	
Real Estate Securities Sep Acct A,3,7,12,26,F	-11.15	-10.64	5.06	6.76	9.76	10.61	31.35	8.75	12.94	11.74	12/2002	
Benchmark: MSCI US REIT Index	-17.12	-17.76	0.31	3.99	7.90	-	25.84	7.03	11.93	-	-	

Description: The investment seeks to generate a total return. Under normal circumstances, the fund invests at least 80% of its net assets, plus any borrowings for investment purposes, in equity securities of companies principally engaged in the real estate industry at the time of purchase. It invests in value equity securities, an investment strategy that emphasizes buying securities that appear to be undervalued. The fund concentrates its investments (invest more than 25% of its net assets) in securities in the real estate industry. It is non-diversified.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	99.49	Cash	0.51	Total Inv Exp Net %			1/30 day period				
				Contractual Cap Expiration Date			02/28/2021				
				Waiver Expiration Date			N/A				
				Total Inv Exp Gross %			0.70				
				Total Inv Exp Gross Per \$1,000 Invested			\$7.00				
				Redemption Fee			-				
				Revenue Sharing %			0.00				

Asset Class: **International Equity**

This asset class is composed of investment options that invest in stocks, or shares of ownership in companies with their principal place of business or office outside the United States. These investment options often carry more risk than U.S. equity investment options but may have the potential for higher returns. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Diversified Emerging Markets**Inv Manager or Sub-Advisor: **Invesco**

Investment Option Name	Average Annual Total Return											
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)					
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date	
Invesco Developing Markets R6 Fund 4,22,E	-1.14	10.60	4.51	10.56	4.40	6.43	24.53	6.62	6.12	7.21	12/2011	
Benchmark: MSCI Emerging Markets NR Index	-1.16	10.54	2.42	8.97	2.50	-	18.42	5.61	3.68	-	-	

Description: The investment seeks capital appreciation. The fund mainly invests in common stocks of issuers in developing and emerging markets throughout the world and at times it may invest up to 100% of its total assets in foreign securities. Under normal market conditions, it will invest at least 80% of its net assets, plus borrowings for investment purposes, in equity securities of issuers whose principal activities are in a developing market, i.e. are in a developing market or are economically tied to a developing market country, and in derivatives and other instruments that have economic characteristics similar to such securities.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period				
Non-U.S. Stocks	94.38	Cash	3.14	Total Inv Exp Net %			1/30 day period				
Other	2.46	Preferred	0.02	Contractual Cap Expiration Date			N/A				
				Waiver Expiration Date			N/A				
				Total Inv Exp Gross %			0.83				
				Total Inv Exp Gross Per \$1,000 Invested			\$8.30				
				Redemption Fee			-				
				Revenue Sharing %			0.00				

Asset Class: **International Equity**

This asset class is composed of investment options that invest in stocks, or shares of ownership in companies with their principal place of business or office outside the United States. These investment options often carry more risk than U.S. equity investment options but may have the potential for higher returns. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Foreign Large Blend**

Inv Manager or Sub-Advisor: **Principal Global Investors**

Investment Option Name	Average Annual Total Return											
	(as of 09/30/2020 quarter end)						(as of 12/31/2019 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
Diversified International Separate Account ^{A,4,26,F}	0.10	9.00	1.86	6.72	6.19	7.18	23.49	5.98	6.67	7.35	5/1987	
Benchmark: MSCI ACWI Ex USA Index	-5.44	3.00	1.16	6.23	4.00	-	21.51	5.51	4.97	-	-	

Description: The investment option normally invests the majority of assets in companies in at least three different countries. It invests in securities of companies with their principal place of business or principal office outside of the United States; companies for which the principal securities trade on a foreign exchange; and companies, regardless of where their securities are traded, that derive 50% or more of their total revenue from goods or services produced or sold outside of the United States. The Separate Account may invest in securities of companies with small to medium market capitalizations.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses		# of Transfers Allowed/Time Period	
Non-U.S. Stocks	94.23	Cash	3.80	Total Inv Exp Net %	0.44	1/30 day period	
U.S. Stocks	1.80	Other	0.16	Contractual Cap Expiration Date	N/A		
				Waiver Expiration Date	N/A		
				Total Inv Exp Gross %	0.44		
				Total Inv Exp Gross Per \$1,000 Invested	\$4.40		
				Redemption Fee	-		
				Revenue Sharing %	0.00		

Investors should carefully consider a mutual fund's investment objectives, risks, charges, and expenses prior to investing. A prospectus, or summary prospectus if available, containing this and other information can be obtained by contacting a financial professional, visiting principal.com, or calling 1-800-547-7754. Read the prospectus carefully before investing.

Before directing retirement funds to a separate account, investors should carefully consider the investment objectives, risks, charges, and expenses of the separate account as well as their individual risk tolerance, time horizon and goals. For additional information, contact us at 1-800-547-7754.

The value of the investment options will fluctuate so that when redeemed, shares or units may be worth more or less than the original cost.

An investment's past performance is not necessarily an indication of how the investment will perform in the future.

Since inception benchmark returns are displayed on the Investment Option Summary for investments that are less than 10 years old. The benchmark reflecting the Since Inception return is the Morningstar Category index. For some Sub-Advised investment options, two benchmarks will be displayed on the Investment Option Summary and the secondary index reflecting the Since Inception Return is the Morningstar Category index.

Investment Options may charge a short-term trading or redemption fee to protect the interests of long-term Contractholders.

^A Separate Accounts are available through a group annuity contract with Principal Life Insurance Company. Insurance products and plan administrative services, if applicable, are provided by Principal Life Insurance Company, a member of the Principal Financial Group, Des Moines, IA 50392. See the fact sheet for the full name of the Separate Account. Certain investment options may not be available in all states or U.S. commonwealths. Principal Life Insurance Company reserves the right to defer payments or transfers from Principal Life Separate Accounts as described in the group annuity contracts providing access to the Separate Accounts or as required by applicable law. Such deferment will be based on factors that may include situations such as: unstable or disorderly financial markets; investment conditions which do not allow for orderly investment transactions; or investment, liquidity, and other risks inherent in real estate (such as those associated with general and local economic conditions). If you elect to allocate funds to a Separate Account, you may not be able to immediately withdraw them.

Returns shown for periods of less than one year are not annualized. All returns displayed here are after net Total Investment Expense of the investment option.

For a Separate Account investment option, Total Investment Expense net equals the sum of these expenses: (a) the amount of money, expressed as a percentage, deducted for the costs of managing a separate account where applicable, fees for plan administrative services and agent compensation, plus (b) if the separate account invests in an underlying mutual fund, the total fund operating expenses of the underlying mutual fund, plus (c) if an underlying mutual fund invests in other mutual funds, the weighted-average management fee of those other mutual funds, as listed in the most recent prospectus. The actual gross Total Investment Expense may change if an underlying mutual fund's allocation of assets to other mutual funds changes.

For a Mutual Fund investment option, Total Investment Expense gross equals the sum of (a) the total fund operating expenses plus (b) if the mutual fund invests in other mutual funds, the weighted-average management fee of those other mutual funds, as listed in the most recent prospectus. The actual Total Investment Expense may change if the mutual fund investment option's allocation of assets to other mutual funds changes.

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Several investment companies have decided to impose redemption fees and/or transfer restrictions on certain plan and/or participant transactions. One or more of the investment options in your employer's retirement plan may be impacted. For more information, visit The Principal Web site at principal.com.

Any operating expenses of a mutual fund or underlying mutual fund that are part of net Total Investment Expense are obtained from the mutual fund's most recent prospectus. The operating expenses shown as part of net Total Investment Expense include voluntary expense limits and fee credit.

This report includes investment options that contain information from a variety of sources. Morningstar generally provides holdings information, operations data, and rankings or statistics proprietary to Morningstar. Morningstar is also the source of information on certain mutual funds.

These results are for the investment options available through your Plan Sponsor's retirement plan, and may be different from the results for other retirement plans. Past performance is not a guarantee of future results. Principal values and investment returns will fluctuate so that values upon redemption may be worth more or less than original costs. Total returns illustrated are net of investment expenses and management fees.

Principal Life is an investment manager as defined in ERISA with regard to its Separate Accounts.

Since inception returns are only shown for funds/accounts in existence for less than 10 years.

- ¹ Small-cap and mid-cap investment options are subject to more fluctuation in value and may have additional risks than other investment options with stocks of larger, more stable companies.
- ² Each index based investment option is invested in the stocks or bonds of the index it tracks. Performance of indexes reflects the unmanaged results for the market segment the selected stocks or bonds represent. There is no assurance an index based investment option will match the performance of the index tracked.
- ³ This Separate Account invests solely in the least expensive share class of the Principal Funds. All voting rights associated with ownership of shares in the mutual fund are the rights of the Separate Account, not of contract holders investing in the Separate Account. For further information on the underlying mutual fund, see the prospectus of the fund.
- ⁴ International and global investment options are subject to additional risk due to fluctuating exchange rates, foreign accounting and financial policies, and other economic and political environments.
- ⁵ High yield investment options are subject to greater credit risk and volatility that is associated with high yield bonds.
- ⁶ Liquid asset investment options are not insured or guaranteed by the Federal Deposit Insurance Corporation (FDIC), or any other government agency. Although the investment option may seek to preserve the value of an investment, it is possible to lose money by investing in the portfolio.
- ⁷ Real Estate investment options are subject to investment and liquidity risk and other risks inherent in real estate such as those associated with general and local economic conditions. Property values can decline due to environmental and other reasons. In addition, fluctuation in interest rates can negatively impact the performance of real estate investment options.
- ⁸ S&P 500 is a trademark of S&P Global and is used under license. The product is not sponsored, endorsed, sold or promoted by Standard & Poor's and Standard & Poor's makes no representation regarding the advisability of investing in the product.
- ⁹ S&P 600 is a trademark of S&P Global and is used under license. The product is not sponsored, endorsed, sold or promoted by Standard & Poor's and Standard & Poor's makes no representation regarding the advisability of investing in the product.
- ¹⁰ S&P 400 is a trademark of S&P Global and is used under license. The product is not sponsored, endorsed, sold or promoted by Standard & Poor's and Standard & Poor's makes no representation regarding the advisability of investing in the product.
- ¹¹ This investment option is closed to new investors.

- ¹² These calculated returns reflect the historical performance of the oldest share class of the fund, adjusted to reflect a portion of the fees and expenses of this share class. For time periods prior to inception date of the fund, predecessor performance is reflected. Please see the fund's prospectus for more information on specific expenses, and the fund's most recent shareholder report for actual date of first sale. Expenses are deducted from income earned by the fund. As a result, dividends and investment results will differ for each share class.
- ¹³ Principal Fixed Income Option is the Group Annuity Contract - Custodial Guaranteed Fund Contract available through Principal Life Insurance Company, a member of the Principal Financial Group, Des Moines, Iowa, 50392.
- ¹⁴ Equity investment options involve greater risk, including heightened volatility, than fixed-income investment options. Fixed-income investment options are subject to interest rate risk, and their value will decline as interest rates rise.
- ¹⁵ Asset allocation does not guarantee a profit or protect against a loss. Investing in real estate, small-cap, international, and high-yield investment options involves additional risks.
- ¹⁶ Fixed-income investment options are subject to interest rate risk, and their value will decline as interest rates rise. Neither the principal of bond investment options nor their yields are guaranteed by the U.S. government.
- ¹⁷ The Principal Fixed Income Option is an insurance product that provides a guaranteed crediting rate for specified periods of time. As an insurance product, this option does not have a fixed investment management fee or expense ratio; those are concepts unique to investment products. Rather, the product provides a guarantee that is backed by the General Account of Principal Life Insurance Company. The calculation of each guarantee includes some amount of expected costs and expenses. While we target a certain level of expense, there are many factors that can change our actual cost of providing the guarantee. This can include factors such as changes in the interest rate environment. While it is impossible to know the actual expense due to these factors, Principal Life Insurance Company, as a provider of administrative services to the plan, assumes that it will receive 65 basis points (from the expense built into the Principal Fixed Income Option) as part of the overall fee arrangement a plan pays for services from Principal Life.
- ¹⁸ Fixed-income and asset allocation investment options that invest in mortgage securities are subject to increased risk due to real estate exposure.
- ¹⁹ This Separate Account invests solely in the least expensive share class of a mutual fund (Fund) from Principal Funds, Inc. Principal Global Investors, LLC invests up to 30% of the Fund's assets in equity securities in an attempt to match the performance of the Fund's benchmark index. The Fund's remaining assets are managed by the sub-advisors.
- ²⁰ Asset allocation and diversification do not ensure a profit or protect against a loss. Additionally there is no guarantee this investment option will provide adequate income at or through retirement.
- ²¹ The Investment Advisor will display "Multiple Sub-Advisors" for certain target-date, target-risk and specialty investment options where the assets are directed by the Investment Manager to multiple underlying investment options. These underlying investment options may use multiple sub-advisors who are responsible for the day-to-day management responsibilities.
- ²² For investment options, returns for all time periods, except the Since Inception time frame, may include the historical performance of the oldest share class of the investment, adjusted to reflect a portion of the fees and expenses of this share class. Since Inception returns display the actual return of this share class and do not reflect the adjusted returns of the oldest share class. Please see the fund's prospectus or if CIT, the offering document for more information on specific expenses, and the investment options most recent shareholder report for actual date of first sale. For a CIT, you may need to contact the plan sponsor or plan advisor, if applicable. Expenses are deducted from income earned by the investment option. As a result, dividends and investment results will differ for each share class.
- ²³ The net return experienced may be negative if the costs to maintain and operate the Liquid Assets Separate Account exceed returns. Participants may also see negative returns if plan expenses, if applicable, are netted or deducted from their accounts.
- ²⁴ The risks associated with derivative investments include that the underlying security, interest rate, market index, or other financial asset will not move in the direction the Investment Adviser and/or Sub-Advisor anticipated, the possibility that there may be no liquid secondary market, the risk that adverse price movements in an instrument can result in a loss substantially greater than a fund's initial investment, the possibility that the counterparty may fail to perform its obligations; and the inability to close out certain hedged positions to avoid adverse tax consequences.
- ²⁵ International and global investing involves greater risks such as currency fluctuations, political/social instability and differing accounting standards.
- ²⁶ Investment manager/sub-advisor means either the Investment Advisor or Sub-Advisor to the investment option or the underlying asset(s). Principal Life Insurance Company is the Investment Manager as defined by ERISA, with regard to the assets of the Separate Accounts. Principal Global Investors is a member of the Principal Financial Group.
- ²⁷ Investment manager/sub-advisor means either the Investment Advisor or Sub-Advisor to the investment option or the underlying asset(s).
- ²⁸ Investment manager/sub-advisor means either the Investment Advisor or Sub-Advisor to the investment option or the underlying asset(s). Principal Life Insurance Company is the Investment Manager as defined by ERISA, with regard to the assets of the Separate Accounts. Principal Global Investors is a member of the Principal Financial Group. Edge Asset Management is an internal investment boutique of Principal Global Investors.
- ²⁹ Effective June 29, 2018, this portfolio is sub-advised by Vaughn Nelson, LA Capital and Hotchkis & Wiley. Prior to June 29, 2018, the portfolio was sub-advised by DFA, Vaughn Nelson and LA Capital. The portfolio has had various sub-advisors since its inception. Performance results displayed reflect all sub-advisors managing this portfolio during the time periods displayed.

- ³⁰ The Morley Stable Value Fund (the Fund), is a collective investment trust maintained by Principal Global Investors Trust Company, (the Trust Company). The Trust Company has retained Morley Capital Management (the Adviser), to serve as investment adviser with respect to the Fund, subject to the Trust Company's supervision and review. The Adviser is a specialized investment boutique of Principal Global Investors and is under common control with the Trust Company. The Fund is not a mutual fund and is not registered with the Securities and Exchange Commission, the State of Oregon, or any other regulatory body. Units of the Fund are not deposits or obligations of, guaranteed by, or insured by the Trust Company or any affiliate, and are not insured by the FDIC or any other federal or state government agency. The value of the Fund may fluctuate so that when redeemed, units may be worth more, or less, than the original cost. The declaration of trust, participation agreement, and disclosure documents contain important information about investment objectives, risks, fees and expenses associated with investment in the Fund and should be read carefully before investing. Direct investment in the Fund is limited to participating trusts (also known as investing plan/trust) that meet certain requirements described in the declaration of trust, that enter into a participation agreement with the Trust Company. The Fund cannot accept investment directly from individuals and is subject to restrictions regarding transfer and withdrawal of assets including potential deferral of withdrawal requests by up to 12 months, as defined in the applicable declaration of trust.
- ³¹ For the NE Rate level, Principal Life Insurance Company (Principal Life) 1. pays the Sub-Adviser the management fee and compensation for services provided to the separate account, and 2. pays the separate account the expected operating expenses proportionally attributable to the NE Rate level in the maintenance of the Separate Account. Operating expenses may be greater or less than expected in any given period. The NE Rate level is only available to Contract holders who meet certain requirements and select certain additional products and services made available by Principal Life or an affiliate. Ask your Principal representative for additional details.
- ³² Additional target date portfolios may be added to the Principal LifeTime portfolios series to accommodate plan participants with later normal retirement dates as they enter the workforce. Participants may also choose a portfolio with a target date that does not match the intended retirement date. Compare the different portfolios to see how the mix of investments might shift.
- ³³ This Separate Account invests directly in the Institutional class shares of a Principal LifeTime Fund. The mutual fund operating expenses for each Principal LifeTime Fund are reflected in the Total Investment Expense of the Separate Accounts well as the operating expenses of the underlying funds in which the Principal LifeTime Fund invests. Based on the asset allocation of the Principal LifeTime Funds as in the prospectus dated March 1, 2020, the weighted average operating expenses of the underlying funds are: Principal LifeTime Strategic Income, 0.59%; Principal LifeTime 2010, 0.60%; Principal LifeTime 2015, 0.62%; Principal LifeTime 2020, 0.64%; Principal LifeTime 2025, 0.65%; Principal LifeTime 2030, 0.68%; Principal LifeTime 2035, 0.62%; Principal LifeTime 2040, 0.64%; Principal LifeTime 2045, 0.66%; Principal LifeTime 2050, 0.67%; Principal LifeTime 2055, 0.68%; Principal LifeTime 2060, 0.68%; Principal LifeTime 2065, 0.68%. For further information on all mutual fund expenses, see the prospectus of the underlying Principal LifeTime Fund. All voting rights associated with ownership of shares in the mutual fund are the rights of the Separate Account, not of contract holders investing in the Separate Account.
- ^E Investment option limits the number of transfers allowed into the investment option. All participant investment transfers and non-scheduled rebalancing activity are counted toward the number of transfers allowed. When the number of allowed transfers into the investment option is met, no additional investment transfers into the investment option will be allowed until the holding period elapses. Contributions into the investment option are not impacted.
- ^F Investment option limits transfer activity. Once the number of allowed transfers is met, participants are not allowed to transfer back into an investment option which they have transferred out of until the holding period elapses. All participant investment transfers and non-scheduled rebalancing activity are counted toward the number of transfers allowed. Contributions into the investment option are not impacted. Participants may still transfer out to different investment options or to money market or Guaranteed options.
- ^G Investment option limits transfer activity. Once the number of allowed transfers is met, participants are not allowed to transfer amounts valued at the threshold amount or more back into the investment option which they have transferred out of until the holding period elapses. All participant investment transfers and non-scheduled rebalancing activity valued at the threshold amount or more are counted toward the number of transfers allowed. Contributions into the investment option are not impacted. Participant transfers made for less than the threshold amount do not count and are not limited.
- ⁻ Principal Life works with each fund family to implement each funds' policy and establish frequent trading guidelines that best mirror Prospectus language. Mutual Fund Network investment managers have the ability to monitor for excessive trading and may enforce frequent purchase limitations in addition to or in lieu of policy monitored by Principal Life Insurance Company. Please refer to the Prospectus for verification.

Benchmark Descriptions

MSCI Emerging Markets NR Index measures equity market performance in the global emerging markets. It consists of 26 emerging market countries in Europe, Latin America and the Pacific Basin.

MSCI US REIT Index is a capitalization-weighted benchmark index of most actively traded Real Estate Investment Trusts (REITs), designed to measure real estate performance.

Russell 2000 Value Index is a market-weighted total return index that measures the performance of companies within the Russell 2000 Index having lower price-to-book ratios and lower forecasted growth values.

Russell Midcap Growth Index is a market-weighted total return index that measures the performance of companies within the Russell Midcap Index having higher price-to-book ratios and higher forecasted growth values.

Russell Midcap Value Index is a market-weighted total return index that measures the performance of companies within the Russell Midcap index having lower price-to-book ratios and lower forecasted growth values.

Morningstar Lifetime Moderate 2060 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about 50 years away from retirement.

MSCI ACWI Ex USA Index is a free float-adjusted market capitalization index that is designed to measure the combined equity market performance of developed and emerging market countries excluding the US.

Morningstar Lifetime Moderate 2020 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about ten years away from retirement.

Standard & Poor's 400 MidCap Stock Index includes approximately 10% of the capitalization of U.S. equity securities. These are comprised of stocks in the middle capitalization range.

Morningstar Lifetime Moderate 2025 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about 15 years away from retirement.

Morningstar Lifetime Moderate 2030 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about 20 years away from retirement.

Standard & Poor's 500 Index is a market capitalization-weighted index of 500 widely held stocks often used as a proxy for the stock market.

Morningstar Lifetime Moderate 2035 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about 25 years away from retirement.

Standard & Poor's 600 Stock Index is a small cap index that consists of 600 domestic stocks chosen for market size, liquidity, and industry group representation.

Bloomberg Barclays 1-3 Yr Government Index is comprised of both the Treasury Bond Index and the Agency Bond Index.

Russell 1000 Growth Index is a market-capitalization weighted index of those firms in the Russell 1000 with higher price-to-book ratios and higher forecasted growth values.

Morningstar Lifetime Moderate 2040 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about 30 years away from retirement.

Bloomberg Barclays U.S. Universal Index represents the union of the U.S. Aggregate Bond Index, the U.S. High Yield Corporate Index, the 144A Index, the Eurodollar Index, the Emerging Markets Index, the non-ERISA portion of the CMBS Index, and the CMBS High Yield Index.

Russell 1000 Value Index is a market-capitalization weighted index of those firms in the Russell 1000 with lower price-to-book ratios and lower forecasted growth values.

Morningstar Lifetime Moderate 2045 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about 35 years away from retirement.

Morningstar Lifetime Moderate 2050 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about 40 years away from retirement.

Merrill Lynch U.S. High Yield Master II Index measures the performance of high yield bonds.

Morningstar Lifetime Moderate 2010 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is near retirement.

Morningstar Lifetime Moderate 2015 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about five years away from retirement.

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