

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.

When you log into your account at principal.com and click on Investments > Investment Performance, you can find the following to review investment information.

- The most recent month end performance on an investment option.
- To view asset class descriptions, scroll below the list of available investment options, then click on "View detailed descriptions of all asset classes."
- To view the description of a benchmark for a specific investment, click on the investment name, then Investment Option Profile and scroll to the bottom of the page.

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 and a glossary of terms to assist you in understanding the designated investment options.

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. This does not represent the recordkeeping or individual transactional fees that can be deducted from or reduce the earnings for an investment under your account. However, it does include operating expenses, management fees, including 12b-1 fees, and administrative fees.

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 operating expenses, management fees, including 12b-1 fees, and administrative fees.

Expense Waiver/Contractual Cap - When gross and net expense ratios differ, the investment adviser may have agreed to waive certain expenses that would normally be payable by the fund or contractually agreed to limit the investment option's expenses.

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.

Asset Class: Fixed Income	Investment Category: Multisector Bond			Inv Manager or Sub-Advisor: Fidelity Management & Research				
Investment Option Name: Fidelity Strategic Income Fund 12,13,19,24,H	Average Annual Total Return as of 03/31/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	1.69	1.69	8.03	0.95	3.15	3.30	3.05	4/2018
Benchmark: Bloomberg US Universal Index	-0.47	-0.47	2.67	-2.11	0.69	1.83	-	-

Description: The investment seeks a high level of current income; it may also seek capital appreciation. The fund invests primarily in debt securities, including lower-quality debt securities (those of less than investment-grade quality, also referred to as high yield debt securities or junk bonds). It allocates the fund's assets among four general investment categories: high yield securities, U.S. government and investment-grade securities, emerging market securities, and foreign developed market securities.

Fees & Expenses	Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %					
	0.66/\$6.60	0.66					
Composition (% of Assets) as of 01/31/2024	U.S. Bonds	Non-U.S. Bonds	U.S. Stocks	Pre-ferred	Cash	Non-U.S. Stocks	Conver-tibles
	65.39	21.75	5.21	3.74	3.18	0.46	0.27

Asset Class: Fixed Income	Investment Category: Intermediate Core Bond			Inv Manager or Sub-Advisor: Fidelity Management & Research				
Investment Option Name: Fidelity US Bond Index Fund 2,14,19,24,37,H	Average Annual Total Return as of 03/31/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-0.72	-0.72	1.69	-2.48	0.33	1.52	1.91	5/2011
Benchmark: Bloomberg US Aggregate Bond Index	-0.78	-0.78	1.70	-2.46	0.36	1.54	-	-

Description: The investment seeks to provide investment results that correspond to the aggregate price and interest performance of the debt securities in the Bloomberg U.S. Aggregate Bond Index. The fund normally invests at least 80% of the fund's assets in bonds included in the Bloomberg U.S. Aggregate Bond Index. Its manager uses statistical sampling techniques based on duration, maturity, interest rate sensitivity, security structure, and credit quality to attempt to replicate the returns of the Bloomberg U.S. Aggregate Bond Index using a smaller number of securities. The fund invests in Fidelity's central funds.

Fees & Expenses	Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %					
	0.03/\$0.30	0.03					
Composition (% of Assets) as of 02/29/2024	U.S. Bonds	Non-U.S. Bonds	Cash				
	92.01	6.45	1.54				

Asset Class: Fixed Income	Investment Category: Intermediate Core-Plus Bond			Inv Manager or Sub-Advisor: PIMCO				
Investment Option Name: PIMCO Total Return Instl Fund 14,19	Average Annual Total Return as of 03/31/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-0.02	-0.02	3.27	-2.24	0.75	1.80	6.23	5/1987
Benchmark: Bloomberg US Universal Index	-0.47	-0.47	2.67	-2.11	0.69	1.83	-	-

Description: The investment seeks maximum total return, consistent with preservation of capital and prudent investment management. The fund invests at least 65% of its total assets in a diversified portfolio of Fixed Income Instruments of varying maturities, which may be represented by forwards or derivatives such as options, futures contracts, or swap agreements. It invests primarily in investment-grade debt securities, but may invest up to 20% of its total assets in high yield securities. It may invest up to 30% of its total assets in securities denominated in foreign currencies, and may invest beyond this limit in U.S. dollar-denominated securities of foreign issuers.

Fees & Expenses	Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %					
	0.49/\$4.90	0.49					
Composition (% of Assets) as of 12/31/2023	U.S. Bonds	Non-U.S. Bonds	Other	Pre-ferred	Non-U.S. Stocks	U.S. Stocks	Cash
	113.44	33.88	3.98	0.06	0.03	-0.50	-50.87

Asset Class: Balanced/Asset Allocation		Investment Category: Moderately Conservative Alloc							Inv Manager or Sub-Advisor: T. Rowe Price Associates, Inc.	
Investment Option Name: T. Rowe Price Retirement Balanced Trust Class F 12,13,19,35,36,39,40,F		Average Annual Total Return as of 03/31/2024 Quarter End								
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date	
		3.54	3.54	10.93	2.15	5.60	4.95	5.45	4/2017	
Benchmark: Morningstar Moderately Conservative Target Risk Index		2.52	2.52	9.42	1.27	4.70	4.57	-	-	
Description: The Trust seeks to provide the highest total return over time consistent with an emphasis on both capital growth and income. The Trust invests in underlying commingled T. Rowe Price Trusts, each one emphasizing a different market sector. The Trust has a neutral allocation which will remain constant at approximately 40% stocks and 60% bond investments.										
Fees & Expenses		Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %							
		0.37/\$3.70	0.37	-	0.00	1/30 day period	N/A	N/A		
Composition (% of Assets) as of 12/31/2023		U.S. Bonds	U.S. Stocks	Non-U.S. Bonds	Non-U.S. Stocks	Other	Cash	Pre-ferred	Conver-tibles	
		42.61	27.66	13.54	11.67	3.24	1.17	0.08	0.03	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2000-2010							Inv Manager or Sub-Advisor: T. Rowe Price Associates, Inc.	
Investment Option Name: T. Rowe Price Retirement 2005 Trust Class F 12,13,19,35,36,39,40,F		Average Annual Total Return as of 03/31/2024 Quarter End								
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date	
		3.72	3.72	11.38	2.13	5.50	5.02	5.42	4/2017	
Benchmark: Morningstar Lifetime Moderate 2010 Index		2.50	2.50	8.95	1.55	4.79	4.53	-	-	
Description: The Trust seeks to provide the highest total return over time consistent with an emphasis on both capital growth and income. The Trust invests in underlying commingled T. Rowe Price Trusts, each one emphasizing a different market sector. Over time, the Trust's allocation to bonds will increase and its allocation to stocks will decrease. The Trust will receive its final most conservative allocation of approximately 30% stocks 30 years after reaching its target date.										
Fees & Expenses		Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %							
		0.37/\$3.70	0.37	-	0.00	1/30 day period	N/A	N/A		
Composition (% of Assets) as of 12/31/2023		U.S. Bonds	U.S. Stocks	Non-U.S. Bonds	Non-U.S. Stocks	Other	Cash	Pre-ferred	Conver-tibles	
		40.18	29.11	13.62	12.34	3.22	1.42	0.08	0.03	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2000-2010							Inv Manager or Sub-Advisor: T. Rowe Price Associates, Inc.	
Investment Option Name: T. Rowe Price Retirement 2010 Trust Class F 12,13,19,35,36,39,40,F		Average Annual Total Return as of 03/31/2024 Quarter End								
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date	
		3.99	3.99	12.11	2.38	5.94	5.40	5.84	4/2017	
Benchmark: Morningstar Lifetime Moderate 2010 Index		2.50	2.50	8.95	1.55	4.79	4.53	-	-	
Description: The Trust seeks to provide the highest total return over time consistent with an emphasis on both capital growth and income. The Trust invests in underlying commingled T. Rowe Price Trusts, each one emphasizing a different market sector. Over time, the Trust's allocation to bonds will increase and its allocation to stocks will decrease. The Trust will receive its final most conservative allocation of approximately 30% stocks 30 years after reaching its target date.										
Fees & Expenses		Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %							
		0.37/\$3.70	0.37	-	0.00	1/30 day period	N/A	N/A		
Composition (% of Assets) as of 12/31/2023		U.S. Bonds	U.S. Stocks	Non-U.S. Bonds	Non-U.S. Stocks	Other	Cash	Pre-ferred	Conver-tibles	
		37.31	31.60	13.41	12.89	3.10	1.57	0.08	0.03	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2015				Inv Manager or Sub-Advisor: T. Rowe Price Associates, Inc.			
Investment Option Name: T. Rowe Price Retirement 2015 Trust Class F 12,13,19,35,36,39,40,F		Average Annual Total Return as of 03/31/2024 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		4.24	4.24	12.79	2.66	6.41	5.92	6.36	4/2017
Benchmark: Morningstar Lifetime Moderate 2015 Index		2.54	2.54	9.08	1.25	4.84	4.73	-	-

Description: The Trust seeks to provide the highest total return over time consistent with an emphasis on both capital growth and income. The Trust invests in underlying commingled T. Rowe Price Trusts, each one emphasizing a different market sector. Over time, the Trust's allocation to bonds will increase and its allocation to stocks will decrease. The Trust will receive its final most conservative allocation of approximately 30% stocks 30 years after reaching its target date.

Fees & Expenses		Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
		Gross %/ Per \$1,000	Net %							
		0.37/\$3.70	0.37		-					
Composition (% of Assets) as of 12/31/2023		U.S. Bonds	U.S. Stocks	Non-U.S. Stocks	Non-U.S. Bonds	Other	Cash	Pre-ferred	Conver-tibles	
		34.69	33.47	14.44	12.61	3.07	1.60	0.09	0.03	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2020				Inv Manager or Sub-Advisor: T. Rowe Price Associates, Inc.			
Investment Option Name: T. Rowe Price Retirement 2020 Trust Class F 12,13,19,35,36,39,40,F		Average Annual Total Return as of 03/31/2024 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		4.48	4.48	13.44	2.86	6.88	6.47	6.94	4/2017
Benchmark: Morningstar Lifetime Moderate 2020 Index		2.72	2.72	9.60	1.19	5.07	5.04	-	-

Description: The Trust seeks to provide the highest total return over time consistent with an emphasis on both capital growth and income. The Trust invests in underlying commingled T. Rowe Price Trusts, each one emphasizing a different market sector. Over time, the Trust's allocation to bonds will increase and its allocation to stocks will decrease. The Trust will receive its final most conservative allocation of approximately 30% stocks 30 years after reaching its target date.

Fees & Expenses		Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
		Gross %/ Per \$1,000	Net %							
		0.37/\$3.70	0.37		-					
Composition (% of Assets) as of 12/31/2023		U.S. Stocks	U.S. Bonds	Non-U.S. Stocks	Non-U.S. Bonds	Other	Cash	Pre-ferred	Conver-tibles	
		35.72	32.05	15.41	12.08	2.97	1.66	0.09	0.03	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2025				Inv Manager or Sub-Advisor: T. Rowe Price Associates, Inc.			
Investment Option Name: T. Rowe Price Retirement 2025 Trust Class F 12,13,19,35,36,39,40,F		Average Annual Total Return as of 03/31/2024 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		4.96	4.96	14.74	3.20	7.60	7.08	7.65	4/2017
Benchmark: Morningstar Lifetime Moderate 2025 Index		3.06	3.06	10.52	1.39	5.49	5.48	-	-

Description: The Trust seeks to provide the highest total return over time consistent with an emphasis on both capital growth and income. The Trust invests in underlying commingled T. Rowe Price Trusts, each one emphasizing a different market sector. Over time, the Trust's allocation to bonds will increase and its allocation to stocks will decrease. The Trust will receive its final most conservative allocation of approximately 30% stocks 30 years after reaching its target date.

Fees & Expenses		Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
		Gross %/ Per \$1,000	Net %							
		0.37/\$3.70	0.37		-					
Composition (% of Assets) as of 12/31/2023		U.S. Stocks	U.S. Bonds	Non-U.S. Stocks	Non-U.S. Bonds	Other	Cash	Pre-ferred	Conver-tibles	
		39.34	27.66	17.38	10.61	2.56	2.33	0.09	0.02	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2030				Inv Manager or Sub-Advisor: T. Rowe Price Associates, Inc.			
Investment Option Name: T. Rowe Price Retirement 2030 Trust Class F 12,13,19,35,36,39,40,F		Average Annual Total Return as of 03/31/2024 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		5.85	5.85	17.05	3.80	8.45	7.74	8.44	4/2017
Benchmark: Morningstar Lifetime Moderate 2030 Index		3.62	3.62	12.01	1.93	6.18	6.06	-	-

Description: The Trust seeks to provide the highest total return over time consistent with an emphasis on both capital growth and income. The Trust invests in underlying commingled T. Rowe Price Trusts, each one emphasizing a different market sector. Over time, the Trust's allocation to bonds will increase and its allocation to stocks will decrease. The Trust will receive its final most conservative allocation of approximately 30% stocks 30 years after reaching its target date.

Fees & Expenses	Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %							
	0.37/\$3.70	0.37		-					
Composition (% of Assets) as of 12/31/2023		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Non-U.S. Bonds	Cash	Other	Pre-ferred	Conver-tibles
		45.66	21.37	19.85	8.14	3.00	1.85	0.10	0.02

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2035				Inv Manager or Sub-Advisor: T. Rowe Price Associates, Inc.			
Investment Option Name: T. Rowe Price Retirement 2035 Trust Class F 12,13,19,35,36,39,40,F		Average Annual Total Return as of 03/31/2024 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		6.86	6.86	19.57	4.54	9.36	8.35	9.22	4/2017
Benchmark: Morningstar Lifetime Moderate 2035 Index		4.44	4.44	14.12	2.86	7.12	6.72	-	-

Description: The Trust seeks to provide the highest total return over time consistent with an emphasis on both capital growth and income. The Trust invests in underlying commingled T. Rowe Price Trusts, each one emphasizing a different market sector. Over time, the Trust's allocation to bonds will increase and its allocation to stocks will decrease. The Trust will receive its final most conservative allocation of approximately 30% stocks 30 years after reaching its target date.

Fees & Expenses	Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %							
	0.37/\$3.70	0.37		-					
Composition (% of Assets) as of 12/31/2023		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Non-U.S. Bonds	Cash	Other	Pre-ferred	Conver-tibles
		52.95	25.23	11.96	5.32	2.89	1.52	0.10	0.01

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2040				Inv Manager or Sub-Advisor: T. Rowe Price Associates, Inc.			
Investment Option Name: T. Rowe Price Retirement 2040 Trust Class F 12,13,19,35,36,39,40,F		Average Annual Total Return as of 03/31/2024 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		7.75	7.75	21.72	5.11	10.11	8.86	9.88	4/2017
Benchmark: Morningstar Lifetime Moderate 2040 Index		5.32	5.32	16.35	3.86	8.04	7.27	-	-

Description: The Trust seeks to provide the highest total return over time consistent with an emphasis on both capital growth and income. The Trust invests in underlying commingled T. Rowe Price Trusts, each one emphasizing a different market sector. Over time, the Trust's allocation to bonds will increase and its allocation to stocks will decrease. The Trust will receive its final most conservative allocation of approximately 30% stocks 30 years after reaching its target date.

Fees & Expenses	Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %							
	0.37/\$3.70	0.37		-					
Composition (% of Assets) as of 12/31/2023		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Cash	Non-U.S. Bonds	Other	Pre-ferred	Conver-tibles
		59.11	28.09	6.09	2.79	2.35	1.45	0.11	0.01

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2045				Inv Manager or Sub-Advisor: T. Rowe Price Associates, Inc.			
Investment Option Name: T. Rowe Price Retirement 2045 Trust Class F 12,13,19,35,36,39,40,F		Average Annual Total Return as of 03/31/2024 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		8.34	8.34	23.11	5.62	10.65	9.18	10.32	4/2017
Benchmark: Morningstar Lifetime Moderate 2045 Index		5.96	5.96	17.95	4.57	8.65	7.59	-	-

Description: The Trust seeks to provide the highest total return over time consistent with an emphasis on both capital growth and income. The Trust invests in underlying commingled T. Rowe Price Trusts, each one emphasizing a different market sector. Over time, the Trust's allocation to bonds will increase and its allocation to stocks will decrease. The Trust will receive its final most conservative allocation of approximately 30% stocks 30 years after reaching its target date.

Fees & Expenses	Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/Per \$1,000	Net %							
	0.37/\$3.70	0.37		-					
Composition (% of Assets) as of 12/31/2023		U.S. Stocks	Non-U.S. Stocks	Cash	U.S. Bonds	Other	Non-U.S. Bonds	Pre-ferred	Conver-tibles
		63.27	29.86	2.50	2.32	1.39	0.55	0.11	0.01

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2050				Inv Manager or Sub-Advisor: T. Rowe Price Associates, Inc.			
Investment Option Name: T. Rowe Price Retirement 2050 Trust Class F 12,13,19,35,36,39,40,F		Average Annual Total Return as of 03/31/2024 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		8.50	8.50	23.53	5.74	10.74	9.22	10.37	4/2017
Benchmark: Morningstar Lifetime Moderate 2050 Index		6.25	6.25	18.65	4.84	8.87	7.66	-	-

Description: The Trust seeks to provide the highest total return over time consistent with an emphasis on both capital growth and income. The Trust invests in underlying commingled T. Rowe Price Trusts, each one emphasizing a different market sector. Over time, the Trust's allocation to bonds will increase and its allocation to stocks will decrease. The Trust will receive its final most conservative allocation of approximately 30% stocks 30 years after reaching its target date.

Fees & Expenses	Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/Per \$1,000	Net %							
	0.37/\$3.70	0.37		-					
Composition (% of Assets) as of 12/31/2023		U.S. Stocks	Non-U.S. Stocks	Cash	Other	U.S. Bonds	Non-U.S. Bonds	Pre-ferred	Conver-tibles
		64.34	30.35	2.49	1.38	1.09	0.23	0.11	0.01

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2055				Inv Manager or Sub-Advisor: T. Rowe Price Associates, Inc.			
Investment Option Name: T. Rowe Price Retirement 2055 Trust Class F 12,13,19,35,36,39,40,F		Average Annual Total Return as of 03/31/2024 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		8.54	8.54	23.66	5.76	10.73	9.22	10.38	4/2017
Benchmark: Morningstar Lifetime Moderate 2055 Index		6.25	6.25	18.69	4.81	8.85	7.61	-	-

Description: The Trust seeks to provide the highest total return over time consistent with an emphasis on both capital growth and income. The Trust invests in underlying commingled T. Rowe Price Trusts, each one emphasizing a different market sector. Over time, the Trust's allocation to bonds will increase and its allocation to stocks will decrease. The Trust will receive its final most conservative allocation of approximately 30% stocks 30 years after reaching its target date.

Fees & Expenses	Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/Per \$1,000	Net %							
	0.37/\$3.70	0.37		-					
Composition (% of Assets) as of 12/31/2023		U.S. Stocks	Non-U.S. Stocks	Cash	Other	U.S. Bonds	Non-U.S. Bonds	Pre-ferred	Conver-tibles
		64.70	30.45	2.17	1.40	0.94	0.23	0.11	0.01

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2060				Inv Manager or Sub-Advisor: T. Rowe Price Associates, Inc.			
Investment Option Name: T. Rowe Price Retirement 2060 Trust Class F 12,13,19,35,36,39,40,F		Average Annual Total Return as of 03/31/2024 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		8.53	8.53	23.62	5.74	10.73	-	10.37	4/2017
Benchmark: Morningstar Lifetime Moderate 2060 Index		6.18	6.18	18.56	4.71	8.77	7.52	-	-

Description: The Trust seeks to provide the highest total return over time consistent with an emphasis on both capital growth and income. The Trust invests in underlying commingled T. Rowe Price Trusts, each one emphasizing a different market sector. Over time, the Trust's allocation to bonds will increase and its allocation to stocks will decrease. The Trust will receive its final most conservative allocation of approximately 30% stocks 30 years after reaching its target date.

Fees & Expenses	Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %							
	0.37/\$3.70	0.37		-					
Composition (% of Assets) as of 12/31/2023		U.S. Stocks	Non-U.S. Stocks	Cash	Other	U.S. Bonds	Non-U.S. Bonds	Pre-ferred	Conver-tibles
		64.68	30.46	2.17	1.40	0.94	0.23	0.11	0.01

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2065+				Inv Manager or Sub-Advisor: T. Rowe Price Associates, Inc.			
Investment Option Name: T. Rowe Price Retirement 2065 Trust Class F 12,13,19,35,36,39,40,F		Average Annual Total Return as of 03/31/2024 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		8.53	8.53	23.59	5.90	-	-	12.25	10/2020
Benchmark: Morningstar Lifetime Moderate 2060 Index		6.18	6.18	18.56	4.71	8.77	7.52	-	-

Description: Seeks to provide the highest total return over time consistent with an emphasis on both capital growth and income.

Fees & Expenses	Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %							
	0.37/\$3.70	0.37		-					
Composition (% of Assets) as of 12/31/2023		U.S. Stocks	Non-U.S. Stocks	Cash	Other	U.S. Bonds	Non-U.S. Bonds	Pre-ferred	Conver-tibles
		64.52	30.58	2.21	1.41	0.93	0.24	0.11	0.01

Asset Class: Large U.S. Equity		Investment Category: Large Value				Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Equity-Income Adm Fund 24,38,G		Average Annual Total Return as of 03/31/2024 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		7.81	7.81	18.68	9.87	11.17	10.27	8.66	8/2001
Benchmark: Russell 1000 Value Index		8.99	8.99	20.27	8.11	10.32	9.01	-	-

Description: The investment seeks to provide an above-average level of current income and reasonable long-term capital appreciation. The fund invests mainly in common stocks of mid-size and large companies whose stocks typically pay above-average levels of dividend income and are, in the opinion of the purchasing advisor, undervalued relative to similar stocks. In addition, the advisors generally look for companies that they believe are committed to paying dividends consistently. Under normal circumstances, it will invest at least 80% of its assets in equity securities. The fund uses two investment advisors.

Fees & Expenses	Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %							
	0.18/\$1.80	0.18		-					
Composition (% of Assets) as of 12/31/2023		U.S. Stocks	Non-U.S. Stocks	Cash					
		86.59	10.98	2.43					

Asset Class: Large U.S. Equity		Investment Category: Large Blend				Inv Manager or Sub-Advisor: Principal Global Investors			
Investment Option Name: LargeCap S&P 500 Index Separate Account A,2,7,26,28,32,F		Average Annual Total Return as of 03/31/2024 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		10.52	10.52	29.77	11.42	14.98	12.89	10.36	1/1990
Benchmark: Standard & Poor's 500 Index		10.56	10.56	29.88	11.49	15.05	12.96	-	-
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.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
		Gross %/ Per \$1,000	Net %						
		0.05/\$0.50	0.04						
Composition (% of Assets) as of 02/29/2024		U.S. Stocks	Cash	Non-U.S. Stocks					
		97.03	2.40	0.56					

Asset Class: Large U.S. Equity		Investment Category: Large Growth				Inv Manager or Sub-Advisor: T. Rowe Price Associates, Inc.			
Investment Option Name: T. Rowe Price Blue Chip Growth I Fund 24,38,G		Average Annual Total Return as of 03/31/2024 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		14.08	14.08	46.51	7.15	13.31	14.17	14.46	12/2015
Benchmark: Russell 1000 Growth Index		11.41	11.41	39.00	12.50	18.52	15.98	-	-
Description: The investment seeks long-term capital growth; income is a secondary objective. The fund will normally invest at least 80% of its net assets (including any borrowings for investment purposes) in the common stocks of large and medium-sized blue chip growth companies. It focuses on companies with leading market positions, seasoned management, and strong financial fundamentals. The fund is non-diversified.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
		Gross %/ Per \$1,000	Net %						
		0.57/\$5.70	0.57						
Composition (% of Assets) as of 12/31/2023		U.S. Stocks	Non-U.S. Stocks	Cash	Other	U.S. Bonds			
		94.84	3.80	0.62	0.52	0.22			

Asset Class: Small/Mid U.S. Equity		Investment Category: Mid Cap Blend				Inv Manager or Sub-Advisor: Principal Global Investors			
Investment Option Name: MidCap S&P 400 Index Separate Account A,1,2,9,26,28,32,F		Average Annual Total Return as of 03/31/2024 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		9.94	9.94	23.27	6.91	11.64	9.90	10.06	8/1999
Benchmark: Standard & Poor's 400 MidCap Stock Index		9.95	9.95	23.33	6.96	11.71	9.99	-	-
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.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
		Gross %/ Per \$1,000	Net %						
		0.05/\$0.50	0.04						
Composition (% of Assets) as of 02/29/2024		U.S. Stocks	Cash	Non-U.S. Stocks					
		96.72	2.34	0.95					

Asset Class: Small/Mid U.S. Equity		Investment Category: Small Value				Inv Manager or Sub-Advisor: Columbia Management Advisors			
Investment Option Name: Columbia Small Cap Value II I3 Fund ^{1,E}		Average Annual Total Return as of 03/31/2024 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		4.80	4.80	18.44	4.95	10.29	7.74	10.94	11/2012
Benchmark: Russell 2000 Value Index		2.90	2.90	18.75	2.22	8.17	6.87	-	-
Description: The investment seeks long-term capital appreciation. Under normal circumstances, the fund invests at least 80% of its net assets (including the amount of any borrowings for investment purposes) in equity securities of companies that have market capitalizations in the range of the companies in the Russell 2000(R) Value Index at the time of purchase that the fund's investment manager believes are undervalued and have the potential for long-term growth. It may invest up to 20% of its total assets in foreign securities, including depositary receipts. The fund normally invests in common stocks and also may invest in real estate investment trusts.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
		Gross %/ Per \$1,000	Net %						
		0.88/\$8.80	0.80						
Composition (% of Assets) as of 02/29/2024		U.S. Stocks	Non-U.S. Stocks	Cash					
		98.98	0.95	0.08					

Asset Class: Small/Mid U.S. Equity		Investment Category: Small Blend				Inv Manager or Sub-Advisor: Principal Global Investors			
Investment Option Name: SmallCap S&P 600 Index Separate Account A,1,2,8,26,28,32,F		Average Annual Total Return as of 03/31/2024 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		2.52	2.52	15.96	2.18	9.05	8.72	9.79	8/1999
Benchmark: Standard & Poor's 600 Stock Index		2.46	2.46	15.93	2.28	9.15	8.80	-	-
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.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
		Gross %/ Per \$1,000	Net %						
		0.05/\$0.50	0.05						
Composition (% of Assets) as of 02/29/2024		U.S. Stocks	Cash	Non-U.S. Stocks					
		96.10	3.16	0.73					

Asset Class: Small/Mid U.S. Equity		Investment Category: Small Growth				Inv Manager or Sub-Advisor: Fidelity Management & Research			
Investment Option Name: Fidelity Small Cap Growth K6 Fund ^{1,H}		Average Annual Total Return as of 03/31/2024 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		13.87	13.87	27.06	2.50	12.13	-	13.26	5/2017
Benchmark: Russell 2000 Growth Index		7.58	7.58	20.35	-2.68	7.38	7.89	-	-
Description: The investment seeks capital appreciation. The fund normally invests primarily in common stocks. It normally invests at least 80% of assets in securities of companies with small market capitalizations (which, for purposes of this fund, are those companies with market capitalizations similar to companies in the Russell 2000(R) Index or the S&P SmallCap 600 (R) Index).									
Fees & Expenses		Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
		Gross %/ Per \$1,000	Net %						
		0.60/\$6.00	0.60						
Composition (% of Assets) as of 01/31/2024		U.S. Stocks	Non-U.S. Stocks	Other	Cash				
		90.51	7.33	1.69	0.47				

Asset Class: Global/International Equity	Investment Category: Diversified Emerging Mkts				Inv Manager or Sub-Advisor: Invesco			
Investment Option Name: Invesco Developing Markets R6 Fund 4,24,E	Average Annual Total Return as of 03/31/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	2.15	2.15	2.34	-7.62	0.72	2.29	4.09	12/2011
Benchmark: MSCI Emerging Markets NR Index	2.37	2.37	8.15	-5.05	2.22	2.95	-	-

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, the fund 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.

Fees & Expenses	Total Investment Expenses			Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %						
	0.88/\$8.80	0.88						
Composition (% of Assets) as of 02/29/2024	Non-U.S. Stocks	Cash	Other	U.S. Stocks	Pre-ferred	U.S. Bonds		
	94.01	3.60	0.98	0.61	0.60	0.20		

Asset Class: Global/International Equity	Investment Category: Foreign Large Value				Inv Manager or Sub-Advisor: Dodge & Cox			
Investment Option Name: Dodge & Cox International Stock X Fund 4	Average Annual Total Return as of 03/31/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	3.17	3.17	13.49	5.21	7.34	4.04	9.69	5/2022
Benchmark: MSCI ACWI Ex USA Value Index	3.40	3.40	15.34	4.58	5.36	3.20	-	-

Description: The investment seeks long-term growth of principal and income. Under normal circumstances, the fund will invest at least 80% of its total assets in equity securities of non-U.S. companies, including common stocks, depositary receipts evidencing ownership of common stocks, certain preferred stocks, securities convertible into common stocks, and securities that carry the right to buy common stocks. The fund typically invests in medium-to-large well-established companies based on standards of the applicable market.

Fees & Expenses	Total Investment Expenses			Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %						
	0.57/\$5.70	0.52						
Composition (% of Assets) as of 12/31/2023	Non-U.S. Stocks	U.S. Stocks	Cash					
	88.85	8.56	2.60					

Asset Class: Global/International Equity	Investment Category: Foreign Large Blend				Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Total International Stock Index Admiral Fund 2,4,24,G	Average Annual Total Return as of 03/31/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	4.30	4.30	12.96	1.88	6.16	4.45	5.10	11/2010
Benchmark: MSCI ACWI Ex USA Index	4.69	4.69	13.26	1.94	5.97	4.25	-	-

Description: The investment seeks to track the performance of a benchmark index that measures the investment return of stocks issued by companies located in developed and emerging markets, excluding the United States. The manager employs an indexing investment approach designed to track the performance of the FTSE Global All Cap ex US Index, a float-adjusted market-capitalization-weighted index designed to measure equity market performance of companies located in developed and emerging markets, excluding the United States. The fund invests all, or substantially all, of its assets in the common stocks included in its target index.

Fees & Expenses	Total Investment Expenses			Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %						
	0.12/\$1.20	0.12						
Composition (% of Assets) as of 02/29/2024	Non-U.S. Stocks	Cash	U.S. Stocks	Other	Pre-ferred			
	96.51	2.38	0.96	0.13	0.01			

Asset Class: Global/International Equity	Investment Category: Foreign Large Growth				Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard International Growth Admiral Fund 4,24,G	Average Annual Total Return as of 03/31/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	5.29	5.29	7.46	-5.68	8.70	7.73	7.62	8/2001
Benchmark: MSCI ACWI Ex USA Growth Index	5.91	5.91	11.22	-0.76	6.24	5.12	-	-

Description: The investment seeks to provide long-term capital appreciation. The fund invests mainly in the stocks of companies located outside the United States and is expected to diversify its assets in countries across developed and emerging markets. In selecting stocks, the fund's advisors evaluate foreign markets around the world and choose large-, mid-, and small-capitalization companies considered to have above-average growth potential. The manager uses multiple investment advisors.

Fees & Expenses	Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %							
	0.31/\$3.10	0.31		-					
Composition (% of Assets) as of 12/31/2023	Non-U.S. Stocks	U.S. Stocks	Cash	Other	Pre-ferred				
	81.72	14.95	2.55	0.62	0.17				

Asset Class: Global/International Equity	Investment Category: Foreign Small/Mid Growth				Inv Manager or Sub-Advisor: T. Rowe Price Associates, Inc.			
Investment Option Name: T. Rowe Price International Discovery Institutional Fund G	Average Annual Total Return as of 03/31/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	3.91	3.91	11.23	-5.15	6.44	6.62	7.39	12/2015
Benchmark: MSCI ACWI ex USA SMID Growth Index	2.69	2.69	10.56	-1.96	5.15	4.43	-	-

Description: The investment seeks long-term growth of capital through investments primarily in the common stocks of rapidly growing, small- to medium-sized companies outside the U.S. The managers expect to primarily invest outside the U.S. and to diversify broadly across a variety of industries in developed and emerging market countries throughout the world. Normally, at least 80% of the fund's net assets (including any borrowings for investment purposes) will be invested in non-U.S. stocks.

Fees & Expenses	Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %							
	1.09/\$10.90	1.09		-					
Composition (% of Assets) as of 12/31/2023	Non-U.S. Stocks	U.S. Stocks	Cash	Other					
	97.65	1.59	0.54	0.22					

Asset Class: Other	Investment Category: Owned Real Estate				Inv Manager or Sub-Advisor: Principal Real Estate Inv			
Investment Option Name: U.S. Property Sep Acct A,23,28,34,F	Average Annual Total Return as of 03/31/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-1.95	-1.95	-9.57	3.07	3.38	6.84	6.77	1/1982
Benchmark: NFI-ODCE Equal-Weight Q	-	-	-	-	-	-	-	-

Description: Effective close of market 07/01/2022, a contractual limitation will delay the payment of most withdrawal or transfer requests from the Principal US Property Separate Account (Separate Account) but for no more than three years from the effective date. In accordance with the terms of your employer's group annuity contract, delayed payment requests will be honored proportionately. This means transactions may be processed in a series of payments until enough cash is available to pay obligations. The Separate Account invests the majority of assets in owned private equity commercial real estate. It focuses on properties anticipated to return both lease income and appreciation of the buildings' marketable value. The property holdings usually contain real estate from the multi-family, office, warehouse/manufacturing, and retail sectors. This Separate Account is subject to investment and liquidity risk and other risks inherent in real estate such as those associated with general and local economic conditions. Please log on to the participant website at www.principal.com for more details.

Fees & Expenses	Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %							
	0.80/\$8.00	0.80		-					
Composition (% of Assets) as of 02/29/2024	Other								
	100.00								

Asset Class: Other	Investment Category: Commodities Broad Basket				Inv Manager or Sub-Advisor: PIMCO			
Investment Option Name: PIMCO Commodity Real Return Strategy Instl Fund	Average Annual Total Return as of 03/31/2024 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	2.34	2.34	-1.16	8.24	7.35	-1.11	3.54	6/2002
Benchmark: Bloomberg Commodity Index	2.19	2.19	-0.56	9.11	6.38	-1.56	-	-

Description: The investment seeks maximum real return, consistent with prudent investment management. The fund seeks to achieve its investment objective by investing under normal circumstances in commodity-linked derivative instruments backed by a portfolio of inflation-indexed securities and other Fixed Income Instruments. "Fixed Income Instruments" include bonds, debt securities and other similar instruments issued by various U.S. and non-U.S. public- or private-sector entities. It may also invest in leveraged or unleveraged commodity index-linked notes.

Fees & Expenses	Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %					
	1.05/\$10.50	0.99					
		-	0.00	-	N/A	07/31/2024	

Composition (% of Assets) as of 12/31/2023	U.S. Bonds	Other	Cash	Pre-ferred	Non-U.S. Bonds
	58.48	48.40	6.58	0.07	-13.54

Asset Class: Short-Term Fixed Income	Investment Option Name: Principal Fixed Income Guaranteed Option ^{11,16,41,42,43}
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Description: This group annuity contract provides an interest rate guaranteed for a set period of time by the Principal Life Insurance Company[®] (Principal Life). It is backed by the multi-billion-dollar general account of Principal Life, which invests in corporate bonds, asset-backed securities, commercial real-estate mortgages, government bonds, and short-term cash equivalents. However, money allocated to Principal[®] Fixed Income Guaranteed Option (PFIGO) does not entitle you to participate in the investment experience or performance of the general account. The composite crediting rate (crediting rate) applied to accounts is a weighted average of underlying guarantees provided in the contract. Each underlying guarantee has a final maturity date determined when the guarantee is established. That date can range between 2 and 10 years from the date the guarantee is established. The Term column below provides the targeted average maturity of the underlying guarantees. The crediting rate resets every 6 months based on the changing weighted average of the underlying guarantees and is announced in advance for the upcoming period. The crediting rate is an effective annual rate and is displayed below net of the Rate Level Service Fee. The crediting rate, before fees, is subject to a minimum guaranteed rate defined in the contract. When the crediting rate is reset, the minimum guaranteed rate is also recalculated in accordance with state insurance regulations which utilize U.S. Treasury rates. The formula is further outlined in the group annuity contract. The minimum guaranteed rate will range between 0.15% and 3%, depending on market conditions. Benefit payments to participants for plan benefit events, including retirement, termination of employment, disability, plan termination, death, loans, and withdrawals, as allowed by the plan, are made without any surrender charge. There are no restrictions or surrender charges on investment transfers initiated by a participant from PFIGO to non-competing investment options. If the retirement program provides access to PFIGO and Competing Investment Options, investment transfers directly to Competing Investment Options are not allowed. Competing Investment Options include other guaranteed investment options, or a stable value, money market, or other short term fixed income investment option with an average duration of less than two years. Indirect transfers from PFIGO to a Competing Investment Option will be subject to an Equity Wash. An Equity Wash requires that transfers be directed to a non-competing investment option for 90 days before a subsequent transfer can be made to Competing Investment Options. Termination of the Plan's Interest, Plan Sponsor's Interest (in the case of a nonqualified deferred compensation plan), or Participating Employer's Interest in the contract ("Party's Interest") is subject to either 12 months' advance notice (subject to additional contractual limitations) or a 5% surrender charge calculated using the 12-month average value of the Party's Interest in the contract, whichever the authorized plan representative chooses. PFIGO may make available higher crediting rates. If these are available and your authorized plan representative chooses to move a Plan's Interest or Plan Sponsor's Interest to a higher crediting rate, a charge of 1.50% of the Plan's Interest or Plan Sponsor's Interest applies. If there are multiple higher crediting rates available, the 1.50% charge applies to each higher crediting rate that your authorized plan representative elects. If the charge is directed by the authorized plan representative to be deducted, the actual charge applied to your account may be higher or lower than 1.50% depending on the plan's interest at the time the authorized plan representative chose to move to a higher crediting rate and the value of your account at the time of the movement. For more information, call the automated phone system at 1-800-547-7754 or see the applicable fact sheet on principal.com.

Rate Level Service Fee	0.00	Revenue Sharing	0.00
Net Crediting Rate (credited to participants)	1.55	Crediting Period	12/01/2023-05/31/2024
		Term (underlying guarantees)	2.0 - 4.0 years

Important Information

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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Insurance products and plan administrative services are provided by Principal Life Insurance Company. Securities are offered through Principal Securities, Inc., 1-800-547-7754, member SIPC, and/or independent broker/dealers. Securities sold by a Principal Securities, Inc. Registered Representative are offered through Principal Securities. Principal Securities, Inc. and Principal Life are members of the Principal Financial Group, Des Moines, IA 50392.

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 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.
- ⁸ 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.
- ⁹ 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.
- ¹⁰ This investment option is closed to new investors.
- ¹¹ Principal Fixed Income Guaranteed Option is not FDIC insured and is not an obligation or deposit for any bank nor guaranteed by a bank. The guarantees provided with regard to the Principal Fixed Income Guaranteed Option are supported by the general account of Principal Life. Principal Fixed Income Guaranteed Option is the Group Annuity Contract - Custodial Guaranteed Interest Contract available through Principal Life Insurance Company, a member of the Principal Financial Group®, Des Moines, Iowa, 50392.
- ¹² 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.
- ¹³ 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.
- ¹⁴ 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.
- ¹⁶ The Principal Fixed Income Guaranteed Option is a guarantee backed by the general account of Principal Life. As a guaranteed contract, it does not have an investment management fee or expense ratio; those are concepts unique to investment products. The Rate Level Service Fee illustrated here represents a part of a overall fee arrangement that the plan pays for services from Principal Life as a provider of administrative services to the plan, as agreed to in the Service and Expense Agreement for the plan.
- ¹⁷ This fund indirectly bears its pro rata share of the management fees incurred by the underlying funds in which it invests. The operating expenses of the underlying mutual funds are part of total investment expense. Performance results reflect the application of these expenses.
- ¹⁹ Fixed-income and asset allocation investment options that invest in mortgage securities are subject to increased risk due to real estate exposure.
- ²⁰ 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.
- ²¹ 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.
- ²² 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.
- ²³ If you elect to contribute funds into the Principal US Property Separate Account (Separate Account), you may not be able to immediately withdraw them. This Separate Account is unlike most other retirement plan investment options because it is primarily made up of interests in private equity commercial real estate rather than traditional securities. Unlike public securities sold on an exchange, commercial real estate assets are usually sold in time-consuming, and often complex, transactions. Due to the nature of these transactions, this Separate Account may be subject to market conditions which may delay or prevent a sale. We may implement a pre-existing contractual limitation in the group annuity contract which will allow us to manage this Separate Account and satisfy withdrawal requests proportionately over time and fairly among all those who request a withdrawal.
- ²⁴ 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.
- ²⁵ 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.
- ²⁶ 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.
- ²⁷ International and global investing involves greater risks such as currency fluctuations, political/social instability and differing accounting standards.
- 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.
- ²⁹ Investment manager/sub-advisor means either the Investment Advisor or Sub-Advisor to the investment option or the underlying asset(s).

- ³⁰ 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.
- ³¹ Holdings include an allocation to the Principal Healthcare Innovators Index ETF which is maintained by an affiliate of Principal Life. To eliminate any potential for cost duplication to the separate account, the full expense of the ETF is offset by the sub-advisor.
- ³² For the NE Rate level, Principal Life Insurance Company (Principal Life) 1. pays the Sub-Advisor 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.
- ³³ 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.
- ³⁴ The Principal U.S. Property Separate Account invests primarily in the Principal U.S. Property Portfolio, an operating partnership. All rights associated with the partnership are the rights of the Separate Account, not of contract holders investing in the Separate Account. Generally more than five percent (5%) of the Net Asset Value will be in directly held assets consistent with the investment objective and strategy.
- ³⁵ Selecting a target date fund series is also authorizing any additional vintage which is launched by the investment provider for the series, and included in their associated materials, to be added to the plan after proper notification.
- ³⁶ There is no guarantee that a target date investment will provide adequate income at or through retirement. A target date fund's (TDF) glidepath is typically set to align with a retirement age of 65, which maybe your plan's normal retirement date (NRD). If your plan's NRD/age is different, the plan may default you to a TDF based on the plans NRD/Age. Participants may choose a TDF that does not match the plan's intended retirement date but instead aligns more to their investment risk. Compare the different TDF's to see how the mix of investments shift based on the TDF glide path.
- ³⁷ The total investment expenses is 0.025%.
- ³⁸ Investing involves risk, including possible loss of principal. Equity investment options involve greater risk, including heightened volatility, than fixed-income investment options.
- ³⁹ Collective investment trusts (CITs) are available for investment only by eligible retirement plans and entities. Participation in CITs is generally governed by the terms of a Declaration of Trust and a Participation or Adoption Agreement, which is signed by the retirement plans fiduciary at the time the plan invests in the CITs. In addition, various other documents may contain important information about the CITs including Fund Descriptions, Statement of Characteristics or Investment Guidelines, and/or other fee or investment disclosure documents. All of these documents may contain important information about CIT fees, investment objectives, and risks and expenses of the underlying investments in the CITs and should be read carefully before investing. To obtain a copy, you will need to contact the plan sponsor or trustee of the CIT.
- ⁴⁰ Collective Investment Trusts (CITs) are not insured by FDIC or any other type of deposit insurance; are not deposits or other obligations of, and are not guaranteed by any firm or their affiliates; and involve investment risks, including possible loss of principal invested. CITs are not mutual funds and are exempt from registration and regulation under the Investment Company Act of 1940 (the 1940 Act), and their units are not registered under the Securities Act of 1933, or applicable securities laws of any state or other jurisdiction. Unit holders of the Funds are not entitled to the protections of the 1940 Act. The decision to invest in CITs should be carefully considered. The CITs unit values will fluctuate and may be worth more or less when redeemed, so unit holders may lose money. CITs are not sold by prospectus and are not available for investment by the public; Fund prices are not quoted in newspapers.
- ⁴¹ Nonqualified plan sponsors may include Principal Fixed Income Guaranteed Option as an available investment option to reference when measuring a nonqualified participant's benefits, as described in certain nonqualified plan materials. The guarantee of principal and interest through the group annuity contract is not a representation that a nonqualified plan sponsor holds any assets for paying these benefits.
- ⁴² An interest in Principal Fixed Income Guaranteed Option may be obtained by a nonqualified plan sponsor to use that interest as a corporate asset to aid in financing liabilities to nonqualified plan participants. Participants in a nonqualified plan do not own an interest in the contract, although a liability owed to a nonqualified participant may be tracked by an interest attributed to such nonqualified participant. All limitations on transfers and withdrawals, including surrender charges and early termination charges, apply to the Plan Sponsor's Interest in the contract with respect to a nonqualified plan.
- ⁴³ Participating Employer's Interest applies where the retirement plan that has an interest in Principal Fixed Income Guaranteed Option is a Pooled Employer Plan or a Multiple Employer Plan.
- ^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.
- H 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 more than the threshold amount until the holding period elapses. All participant investment transfers and non-scheduled rebalancing activity more than the threshold amount 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, money market, or Guaranteed options.
- Q NFI-ODCE Equal-Weight-Benchmark is published by the National Council of Real Estate Investment Fiduciaries (NCREIF). Regarding quarter end information, dashes will appear for periods of time after a quarter end but prior to NCREIF publication of the NFI-ODCE Equal-Weight Benchmark. The most current year end information as published by NCREIF is presented. For periods of time after year end but prior to NCREIF publication, data may be for the preceding year. For the most up to date information visit principal.com or call 1-800-547-7754.
- 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.

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