



Welcome!

We're so glad you're here.

There's a retirement plan waiting for you! In just a few steps, you'll be on your way. Here's what to expect.



Get your account set up

Visit principal.com/Welcome or complete the enclosed forms to get started.

Begin by:

- Setting security preferences
- Reading important plan notices



Set your contribution

Contributions are one way to help your savings work hard for you. To learn more, visit principal.com/MatchEnrollmentWebinar.



Check out the plan's investments

Each one is different and you can choose based on your goals and how you feel about risk. You can also pick from the plan's investment options later. But by picking it later, you understand that until you make a new investment selection, you're directing contributions to the plan's default.*

For a full listing, refer to the **Investment Option Summary**.



*The plan's participant level default is: Principal LifeTime Separate Accounts. See Investment Option Summary for important information. If the default is a target date fund series, the applicable target date fund will be based on the plan's normal retirement date.



The subject matter in this communication is educational only and provided with the understanding that Principal® is not rendering legal, accounting, investment advice or tax advice. You should consult with appropriate counsel or other advisors on all matters pertaining to legal, tax, investment or accounting obligations and requirements.

Investing involves risk, including possible loss of principal.

Asset allocation and diversification does not ensure a profit or protect against a loss. **Equity** investment options involve greater risk, including heightened volatility, than fixed-income investment options. **Fixed-income** investments are subject to interest rate risk; as interest rates rise their value will decline. **International and global investing** involves greater risks such as currency fluctuations, political/social instability and differing accounting standards. These risks are magnified in **emerging markets**.

Insurance products and plan administrative services provided through Principal Life Insurance Co. Principal Funds, Inc. is distributed by Principal Funds Distributor, Inc. Securities offered through Principal Securities, Inc., 800-547-7754, member SIPC and/or independent broker-dealers. Principal Life, Principal Funds Distributor, Inc. and Principal Securities are members of the Principal Financial Group®, Des Moines, IA 50392. Certain investment options and contract riders may not be available in all states or U.S. commonwealths.

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Keep going!

You've got this and we've got your back when it comes to educational resources.

Visit principal.com/Welcome to learn more.



See your retirement savings in one place

We'll help you roll eligible outside retirement savings into your retirement account.



Designate a beneficiary

Don't leave the decision up to someone else if something happens to you before retirement. Always designate a beneficiary to ensure the money in your account goes to a loved one.



Keep in touch

Staying in the know when it comes to retirement planning is a pretty good idea. We'll send you educational information about what's important to you.



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Principal Life Insurance Company
Des Moines, IA 50306-9394

Plan Summary

Am I eligible for PARTNERSHIP FOR CHILDREN OF CUMBERLAND COUNTY 401(K) PLAN?

You are eligible to join the plan if you:

- are at least age 21
- have completed 1 year(s) with the company in which you worked at least 1,000 hours

You enter the plan on the quarterly date on or after you meet the eligibility requirements.

Are there limits to my contributions?

You may choose to contribute up to 100% of your total pay.

Your taxable income is reduced by the amount you contribute pre-tax through salary deferral. This lets you reduce your taxable income.

Your maximum contribution percentage and/or dollar amount may also be limited by Internal Revenue Service regulations. Current employee contribution limits may be found by searching for 401(k) contribution limits on the Internal Revenue Service's website at www.irs.gov.

If you are 50 years old or older during the plan year and you have met the annual IRS deferral limit (or the specified plan limit for deferrals), you may contribute a catch-up deferral. If you qualify and are interested in making catch-up contributions, the current limit may be found on the Internal Revenue Service's website at www.irs.gov.

Can I change my contributions to my employer's retirement plan?

You may stop making salary deferral contributions at any time. You may change your salary deferral amount daily. Changes will be implemented as soon as administratively feasible.

Employer contributions

Your employer will match 100% of the first 4% of the pay you contribute to the plan through salary deferral.

When a matching contribution is made to the plan, it will be calculated based on salary deferrals and pay as of the end of the pay period.

The conditions you have to meet may include an hours requirement and/or require you to be an active participant during or at the end of the plan year.

Plan Summary

Your employer may make a discretionary contribution at the end of the plan year if you meet the requirements below.

You will receive contributions if you are an active participant on the last day of the plan year during the latest accrual service.

Employer contributions may change in the future.

I have a retirement account with a previous employer. Can I combine the two?

You may be allowed to roll over into this plan all or a portion of the retirement funds you have outside this plan. You may then withdraw all or a portion of your rollover contributions. The number of withdrawals may be limited. Refer to your Summary Plan Description for more details.

To receive additional information, contact your Plan Administrator, visit us at principal.com or call 1-800-547-7754.

When am I vested in the retirement plan funds?

You are always 100% vested in the contributions **you** choose to defer and in the employer matching contributions.

You are vested in employer contributions based on years of vesting service with your employer as shown below.

The vesting schedule is:

6 Year Graded Standard

< 2 Years	2 Years	3 Years	4 Years	5 Years
0%	20%	40%	60%	80%
6 Years				
100%				

The vesting schedule applies to the following contribution(s):

Employer
Discretionary

Plan Summary

How can I access my account information, including fees and investment information?

You may obtain account information through:

- Our automated phone system at 1-800-547-7754
 - Principal.com
-

Can I take money from the plan?

Yes, you may receive funds from your account for the following reasons:

- Retirement (age 65)
- Early retirement (age 55 and you have 6 years of vesting service)*
- Death
- Disability*
- Termination of employment
- Financial hardship

Please refer to the participant notice or Summary Plan Description provided to you by your plan sponsor about withdrawal benefits.

*You must have ceased employment to receive this benefit.

If I need to take a loan from the plan, what are the guidelines?

You may borrow up to 50% of the vested account balance or \$50,000.00 (whichever is less). Amount available is reduced by an outstanding balance or by the highest outstanding balance in the past 12 months. This includes all loans (new loans taken in the past 12 months, loans paid off in the last 12 months, and all defaulted loan balances, no matter how old the loan).

The minimum loan amount is \$1,000.00.

Up to 1 loan(s) can be approved in a 12-month period. You may have 1 loan(s) outstanding at any time.

The interest rate will be determined when you apply for your loan. You pay back both the principal and interest directly to the account held for you in the plan through payroll deduction.

Loans must be repaid within a five-year period. See your loan administrator for additional details.

Refer to your Summary Plan Description for more details on contributions available for a plan loan.

Plan Summary

Other Information

Your salary deferral contributions are included in the wages used to determine your Social Security tax.

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

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

Most withdrawals/distributions are subject to taxation and required withholding. Check with your financial/tax advisor on how this may affect you.

The Principal® is required by the IRS to withhold 20% of the portion of a distribution that is eligible for rollover if it is not directly rolled over to another eligible retirement plan, including an IRA, or used to purchase an annuity to be paid over a minimum period of the lesser of 10 years or the participant's life expectancy. This withholding will offset a portion of federal income taxes you owe on the distribution.

The retirement account may be affected differently by individual state taxation rules. Contact your tax advisor with questions.

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

To learn more about The Principal®, visit principal.com.

Insurance products and plan administrative services are provided by Principal Life Insurance Company, a member of the Principal Financial Group® (The Principal®), Des Moines, IA 50392.



Principal Life Insurance Company
Des Moines, IA 50306-9394

My personal information (please print with black ink)

Name			Phone number		Email address
_____	_____	_____	-	-	_____
Last	First	MI	<input type="radio"/> Home	<input type="radio"/> Mobile	

Address

_____	_____	_____	_____	_____
Street	City	State	Zip	Country

Social Security number	Date of birth	Gender	Marital status
____ - ____ - ____	____ / ____ / ____	<input type="radio"/> Male <input type="radio"/> Female	<input type="radio"/> Single <input type="radio"/> Married

Expected retirement age	Original date of employment
_____	____ / ____ / ____
If you were rehired, complete these dates:	Date of termination Date of rehire
	____ / ____ / ____ ____ / ____ / ____

NOTE: The email address you submit will be used for services provided by Principal Financial Group®, unless otherwise elected. We will not provide your email to third parties unless you consent. For more information, see your privacy policy at principal.com.

Rollover funds

Yes! Help me roll over retirement savings from a previous employer's retirement plan. Call Principal at 1-800-547-7754, Monday - Friday, 7a.m. - 9 p.m. CT.

Complete if you would like to consolidate retirement savings.

Please **call** or **email** me to discuss my options. My estimated rollover balance is \$ _____.

Complete all 3 Steps **1** **2** **3** to enroll in the retirement savings plan, or to make changes to your contribution percentage.

1 My contributions^A

Take advantage of your employer's match! (pick one)

- I elect to contribute _____% (0% to 100%) of my current and future pay per pay period. This will also apply for my current and future bonus pay.
- I am already enrolled, but I want to change my contribution to _____% (0% to 100%) of my current and future pay per pay period. This will also apply to my current and future bonus pay.
- I choose **not to contribute** to the retirement plan at this time.

My contributions

^A Elective deferral contributions are limited to the lesser of the plan or IRS Limit for the current calendar year.

2 My investment choices

Please elect **One of the two choices** by checking the box(es) and completing the applicable information for your choice.

(If you are already enrolled and want to make changes to how future contributions are directed, visit principal.com or call 1-800-547-7754.)

Choice A: Quick Option — Principal LifeTime Separate Accounts

I elect a **Quick Option — Principal LifeTime Separate Accounts**

I understand contributions will be directed to the plan’s Qualified Default Investment Alternative; one of the Principal LifeTime Separate Accounts based on the plan’s normal retirement date.¹ I have read the plan’s QDIA notice and enclosed investment information related to this investment. **I do not want to make another investment election at this time, and this will be treated as my investment option direction.**

Still need help? Log into your account at principal.com for more investment options available to you through your employers retirement plan.

(Please refer to the Investment Option Summary for more information.)

> If you’ve completed this section, move ahead to **My signature!** **3**

¹ Principal LifeTime Separate Accounts are available as another way to use an asset allocation strategy that may be right for you. There are other investment options available under the retirement plan, and you should review them all. Reviewing all investment options can help you decide whether you wish to design your own mix of investment options. Please note that your contribution will be directed to the plan’s QDIA - Principal LifeTime Separate Accounts based on a particular target date or retirement date. If you would rather choose your own mix of investment options, you may do so by completing the Build My Own Portfolio section of this form or visiting principal.com.

Choice B: Build my own portfolio

I elect the following investment options (enter percentages below.)

(Please refer to the Investment Option Summary for more information.)

	Employer	Elective deferral
Short-Term Fixed Income		
Morley Capital Management		
Principal Stable Value Sig Fund ^B	_____%	_____%
Fixed Income		
JP Morgan Investment Mgmt Inc.		
JP Morgan Core Bond R2 Fund	_____%	_____%

My investment choices

	Employer	Elective deferral
PIMCO		
PIMCO High Yield R Fund	_____ %	_____ %
Balanced/Asset Allocation		
Hartford Mutual Funds		
Hartford Balanced Income R3 Fund	_____ %	_____ %
Multiple Sub-Advisors		
Principal LifeTime Strategic Income Separate Account ^	_____ %	_____ %
Principal LifeTime 2010 Separate Account ^	_____ %	_____ %
Principal LifeTime 2015 Separate Account ^	_____ %	_____ %
Principal LifeTime 2020 Separate Account ^	_____ %	_____ %
Principal LifeTime 2025 Separate Account ^	_____ %	_____ %
Principal LifeTime 2030 Separate Account ^	_____ %	_____ %
Principal LifeTime 2035 Separate Account ^	_____ %	_____ %
Principal LifeTime 2040 Separate Account ^	_____ %	_____ %
Principal LifeTime 2045 Separate Account ^	_____ %	_____ %
Principal LifeTime 2050 Separate Account ^	_____ %	_____ %
Principal LifeTime 2055 Separate Account ^	_____ %	_____ %
Principal LifeTime 2060 Separate Account ^	_____ %	_____ %
Principal LifeTime 2065 Separate Account ^	_____ %	_____ %
Large U.S. Equity		
Capital Research and Mgmt Co		
American Funds Investment Company of America R3 Fund	_____ %	_____ %
American Funds Washington Mutual Investors R3 Fund	_____ %	_____ %
Goldman Sachs Asset Mgt		
Goldman Sachs Capital Growth R Fund	_____ %	_____ %
JP Morgan Investment Mgmt Inc.		
JP Morgan Equity Income R2 Fund	_____ %	_____ %
Principal Global Investors		
LargeCap S&P 500 Index Separate Account ^	_____ %	_____ %
Small/Mid U.S. Equity		
Goldman Sachs Asset Mgt		
Goldman Sachs Small Cap Growth Insights R Fund	_____ %	_____ %
JP Morgan Investment Mgmt Inc.		
JP Morgan US Small Company R2 Fund	_____ %	_____ %
MFS Investment Management		
MFS Mid Cap Value R2 Fund	_____ %	_____ %
Nuveen Asset Management		
Nuveen Small Cap Value R3 Fund	_____ %	_____ %
Principal Global Investors		
MidCap S&P 400 Index Separate Account ^	_____ %	_____ %
Principal Real Estate Inv		
Real Estate Securities Sep Acct ^	_____ %	_____ %
International Equity		
Capital Research and Mgmt Co		
American Funds SMALLCAP World R3 Fund	_____ %	_____ %
Invesco		
Invesco European Growth R Fund	_____ %	_____ %
Invesco International Diversified R Fund	_____ %	_____ %
Principal Global Investors		
Diversified International Separate Account ^	_____ %	_____ %

My investment choices

	Employer	Elective deferral
International Emerging Markets Sep Acct ^A	_____ %	_____ %
International SmallCap Separate Account ^A	_____ %	_____ %
Putnam Investment Mgmt Co.		
Putnam International Capital Opportunities A Fund	_____ %	_____ %
T. Rowe Price Associates, Inc.		
T. Rowe Price International Value Equity R Fund	_____ %	_____ %
Total of all lines:	100 %	100 %

Your investment election will be effective when it is received in the Corporate Center of Principal by the close of market. Forms received after the close of market will be processed on the next open market date. If no investment election is received, or contributions are received prior to your investment election, contributions will be directed according to the plan's default investment alternative(s): Principal LifeTime Separate Account based on your current age and the plan's normal retirement date.

Please log in to principal.com for more details.

> If you've completed this section, move ahead to **My signature!** **3**

3 My signature

Please sign, then give this completed form to your benefits representative.

This agreement applies to amounts earned until changed by me in writing. I understand my plan sponsor may reduce my contributions only when required to meet certain plan limits. I will review all statements regularly and report any discrepancy to Principal immediately.

Signature

Date

X _____

_____/_____/_____

Be sure you have completed all 3 steps **1** **2** **3**

Return your completed form to your benefits representative.

Important information

Principal, Principal and symbol design and Principal Financial Group are trademarks and service marks of Principal Financial Services, Inc., a member of the Principal Financial Group.

The subject matter in this communication is educational only and provided with the understanding that Principal® is not rendering legal, accounting, or tax advice. You should consult with appropriate counsel or other advisors on all matters pertaining to legal, tax, or accounting obligations and requirements.

^B See the Principal Stable Value Fund Participation Agreement for the full name of this investment option.

^A Sub-Advised Investment Options include Separate Accounts available through a group annuity contract with the 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 deferral 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.

Insurance products and plan administrative services are provided through Principal Life Insurance Co., a member of the Principal Financial Group®, Des Moines, IA 50392. Certain investment options and contract riders may not be available in all states or U.S. commonwealths.

¹ Principal LifeTime portfolios are available as another way to use an asset allocation strategy that may be right for you. There are other investment options available under the retirement plan, and you should review them all. Reviewing all investment options can help you decide whether you wish to design your own mix of investment options. Please note that your contribution will be directed to the Principal LifeTime portfolio based on a particular target date or retirement date. If you would rather choose your own mix of investment options, you may do so by completing the Build My Own Portfolio section of this form or visiting principal.com.

Information in this enrollment form should not be construed as investment advice.

Your plan sponsor has chosen to make available to you all of the investment options listed on this enrollment form.

This enrollment form content is current as of the production date noted below. If there are any discrepancies between this information and the legal plan document, the legal plan document will govern. If the production date is older than three months or has passed a quarter end, you should contact your plan sponsor or log in to principal.com for current retirement plan and investment option information including a prospectus if applicable. The member companies of the Principal Financial Group® prohibit the manipulation of this enrollment form content. If your plan sponsor elects to provide this enrollment form electronically, Principal® is not responsible for any unauthorized changes.

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Know your options:

What to do with your retirement savings¹

It's important to understand the options for the savings you have in your former employer's retirement plan. If you are eligible to take your money out (this is known as a distribution), there are typically four possible options.

There are advantages and drawbacks for each option. You should consider the differences in investment options, fees and expenses, tax implications, services and penalty-free withdrawals.

This summary can help you identify some important considerations.² There may be other factors to consider due to your specific needs and situation. You may wish to consult with your tax or legal advisor.

Retirement Savings Options

- Roll savings into an Individual Retirement Account (IRA)
- Keep savings in your former employer's retirement plan (if allowed)
- Roll savings to your new employer's retirement plan
- Cash out savings and close the account

(May use a combination of these options)

Retirement Savings Options

Roll savings into an IRA

Advantages

- Maintains tax-deferred status of savings
- Continue to make contributions and save for retirement
- Combine other qualified plans or IRA savings into one account
- Offers greater control as it's your account and you make the decisions
- Offers broad range of investment options to fit needs as they change over time
- Protected from bankruptcy
- May have the services of a financial professional to help with investing and retirement planning
- Flexibility when setting up periodic or unscheduled withdrawals
- May help with planning and managing required minimum distributions at age 70½

Drawbacks

- Investment expenses and account fees may be higher than those of employer plans
- No fiduciary required to prudently monitor the cost and quality of the investment options
- IRS penalty-free withdrawals generally not allowed until age 59½
- Loans not allowed. Can only access money by taking a taxable distribution
- Limited protection from creditors
- In-kind transfers of company stock to an IRA will result in appreciated value being taxed as ordinary income at withdrawal from the IRA

It's important to know the types and range of investments and fees of an IRA.

Keep savings in your former employer's plan (if allowed)

Advantages

- Maintains tax-deferred status of savings
- Keeps current investment choices
- Preserves any guaranteed interest rate
- Keeps ownership of company stock in the account where it may have certain tax benefits at withdrawal
- Fees in employer plan may be lower than similar individual accounts
- Plan fiduciary required to prudently monitor the cost and quality of the investments options

Drawbacks

- Changes made to the plan by your former employer will impact you (i.e., plan investments, fees, services, plan providers, plan termination)
- Investment choices limited to those offered through your former employer's retirement plan
- Subjects you to limitations of the plan, including income distribution provisions when you retire
- Account may be assessed fees for plan administration or other reasons

[Continued on next page](#)

Keep savings in your former employer's plan (continued)

Advantages

- IRS penalty-free withdrawals if you're at least 55 years old in the year you left your job
- Protected from creditors and bankruptcy
- Plan may provide access to planning tools, educational resources and phone helpline

Drawbacks

- Access to personalized investment advice or advice that takes into account your other assets or particular needs may not be available through the retirement plan
- No new contributions allowed

Check with your former employer's plan administrator to confirm plan details and requirements.

Roll savings to your new employer's plan – This is an option if you are joining a company that offers a retirement plan.

Advantages

- Maintains tax-deferred status of savings
- Continue to make contributions and save for retirement
- Combine other qualified plans or IRA savings into one account
- Fees in employer plan may be lower than similar individual accounts
- Plan fiduciary required to prudently monitor the cost and quality of the investments options
- IRS penalty-free withdrawals if you're at least 55 years old in the year you leave your new job*
- Protected from creditors and bankruptcy
- Plan may provide access to planning tools, educational resources and phone helpline
- Loan provisions may allow borrowing from the rolled over money
- No required minimum distribution at age 70½ from a current employer's plan is required, unless you are a 5% or more owner of the company

Drawbacks

- Changes made to the plan by your employer will impact you (i.e., plan investments, fees, services, plan providers, plan termination)
- Investment choices limited to those the plan offers
- Subjects you to limitations of the plan, including income distribution provisions when you retire
- Account may be assessed fees for plan administration or other reasons
- Access to personalized investment advice or advice that takes into account your other assets or particular needs may not be available through the retirement plan
- Plan may offer fewer or more expensive investment options than your former employer's plan
- May be more restrictive on withdrawals while employed
- Roll-ins may not be allowed or an eligibility period may need to be satisfied
- In-kind transfers of company stock will result in appreciated value being taxed as ordinary income at withdrawal from the retirement plan

Check with your former employer's plan administrator to confirm plan details and requirements.

Cash out savings and close the account

Advantages

- Immediate access to cash
- May see significant tax advantage for company stock that has substantially appreciated
- If after-tax contributions were made, could take these amounts tax-free (though you will be required to pay tax on the earnings of these contributions)

Drawbacks

- At distribution, 20% withheld on the taxable account balance for pre-payment of federal income taxes
- State taxes and a 10% early distribution penalty may also apply on taxable account balance
- May move you to a higher tax bracket
- Forfeits future tax-deferred growth potential
- Not protected from creditors or bankruptcy

If this money is no longer set aside for retirement, will you have the savings you need when you want to retire or can no longer work?

*In-service withdrawals may be allowed while you are still working for the company sponsoring the retirement plan. Check with the plan administrator for details and requirements.

¹ These considerations were prepared for pre-tax 401(k) accounts. Some – but not all – of these considerations may also apply to other types of plans and/or accounts (e.g., Roth after-tax accounts). You may wish to consult a tax advisor if you participate in a different type of plan or hold a different type of account.

² These descriptions are for general educational purposes and should not be construed as advice or recommendations. This is not tax or legal advice and you may wish to consult with your tax or legal advisors on these issues.

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Principal Life Insurance Company
Des Moines, IA 50306-9394

Contract/Plan ID Number: 5-22646

CTD01314

Instructions: Complete all steps listed and sign this form to roll over funds from a previous employer's plan or Individual Retirement Account (IRA) into the current retirement plan with services by Principal®.

1. Personal Information (please print with black ink)

Name			Date of birth		Social Security number	
			/ /		- -	
_____	_____	_____	_____	_____	_____	_____
Last	First	MI				

Mailing address

_____	_____	_____	_____	_____
Street	Apt	City	State	Zip Code

_____	_____	_____
Date of hire	Phone number	Email address
/ /	- -	

The email address you provide will be used for services provided by the Principal Financial Group®. For more information, see the privacy policy at principal.com.

2. Tell us about your rollover funds

Do you know if the funds are **pre-tax** or **after-tax** contributions? (check one)

Yes. Please provide more details (check all that apply).

Pre-tax. Approximate account value \$ _____

After-tax. What kind of after-tax contributions are the funds? (check all that apply)

1.) Roth

– Roth deferral amount (excluding any earnings/losses) \$ _____

– Earnings on Roth deferral \$ _____

– Tax year of the first Roth deferral _____

Was any part of the Roth account originally a pre-tax contribution?

No

Yes, I've completed a in-plan Roth conversion of pre-tax contribution to a Roth account. \$ _____

– Tax year of completion _____

2.) Other after-tax contributions (not Roth)

– Other after-tax contribution amount (excluding any earnings/losses) \$ _____

No. Not sure? That's ok. We'll work with you to get this information from the financial institution currently holding the funds.

3. Confirm rollover

By signing this form, I agree that...

This form is designed to be a quick way to direct the investment of eligible rollover funds. If I do not have an investment election on file or wish to make an alternative allocation, I will select investment options by logging in to principal.com or calling 1-800-547-7754.

If I don't make a different investment election prior to my rollover funds being received by Principal®, my funds will be invested based on my current investment election. If I do not have a current investment election on file my funds will be directed to the plan's investment default alternative(s): Principal LifeTime Separate Account based on your current age and the plan's normal retirement date.

I certify that this rollover contains no funds from a hardship withdrawal, no excess contribution amounts, and no funds subject to a required minimum distribution.

I certify that no part of this rollover is part of an inherited IRA, SIMPLE IRA within 2 years of the first contribution, or Roth IRA.

I certify that, if the funds are coming from a former employer's plan, I have verified that the plan is a plan qualified under Internal Revenue Code 401(a) or (b) or 457(b).

I understand that Principal will rely on the information I have provided on this form and/or information from the current financial institution regarding the deposit breakdown between pre-tax and after-tax (including any Roth contributions).

You have options other than rolling the retirement account from your former employer's retirement plan to your new employer's plan. Fees, investment options, services and plan features vary between retirement plans.

By rolling over funds to this account, I agree that I have received and reviewed information about the plan's investment options so that I may make an informed investment decision. Information about the plan's investment options is available in the Investment Option Summary included in the enrollment booklet and online at principal.com.

You must roll over qualified funds within 60 days of distribution to avoid tax penalties. If it has been more than 60 days, I agree that I am self-certifying this rollover because I am eligible for a waiver of that period per the guidelines provided by the IRS, and will be submitting a copy of my self-certification to Principal.

My Signature

Date

X _____ / /

*You may roll over a distribution from a traditional IRA to a plan qualified under the Internal Revenue Code §401(a) or (b), an annuity, or a Governmental 457(b) plan to the extent that the distribution would be taxable if not rolled over. After-tax contributions in an IRA (including non-deductible contributions to a traditional IRA) may not be rolled over to one of these plans. Amounts rolled into a Governmental 457(b) plan other than another Governmental 457(b) plan are subject to an early withdrawal tax.

You may roll over a Roth account only into a plan that allows Roth contributions. Please check your Summary Plan Description or plan document before rolling over Roth accounts to make sure Roth contributions are available.

4. Plan sponsor authorization

The plan sponsor or trustee has authorized Principal Life Insurance Company to accept rollover contributions per a signed agreement.

5. Request the funds and contribution details

You need to request the funds from the current financial institution holding them. You'll need to provide them some instructions regarding how they provide the funds to us and the breakdown of how they should be directed based on your pre-tax and after-tax contributions (see below). We'll rely on this information and/or the information you've provided on this form when directing the funds here at Principal.

Or we can help you do it. If you'd like some help contacting the current financial institution, call us at 1-800-547-7754 for more information.

Contract/Plan ID Number: 5-22646

Checks must be made payable to:

Principal Trust Company
FBO: <Your Name>
Contract/Plan ID Number 5-22646

Deposit breakdown between pre-tax
and after-tax contributions

Checks must be mailed to:

Principal Financial Group
P.O. Box 9394
Des Moines, IA 50306-9394

Wire transfer instructions:

ABA Number: 121000248
Account Number: 0837354943
FBO: <Your Name>

Contract/Plan ID Number 5-22646

Deposit breakdown between pre-tax
and after-tax contributions

6. Send completed form and rollover funds

If we don't receive this form within 15 business days of receiving the rollover funds, the rollover funds will be returned.

 **Check enclosed**

Mailing address for completed form and check:

Principal Financial Group
P.O. Box 9394
Des Moines, IA 50306-9394

 **Prior financial institution will send check/wire funds**

Fax this completed and signed form to the number
below so we know your rollover funds are on the way:

1-866-704-3481

For residents of Florida: Any person who knowingly and with intent to injure, defraud, or deceive any insurer files a statement of claim or an application containing any false, incomplete, or misleading information is guilty of a felony of the third degree.

Investment options are subject to investment risk. Shares or unit values will fluctuate, and investments, when redeemed, may be worth more or less than their original cost.

If funds are rolled into the plan prior to the participant attaining eligibility, this form is only valid if the participant receives the plan's Investment Options Summary and 404 notice prior to executing.

This workbook content is current as of the production date noted below. If there are any discrepancies between this information and the legal plan document, the legal plan document will govern. If the production date is older than three months, you should contact your plan sponsor or log in to principal.com for current retirement plan and investment option information. The member companies of the Principal Financial Group® prohibit the manipulation of this workbook content. If your plan sponsor elects to provide this workbook electronically, Principal® is not responsible for any unauthorized changes.

Insurance products and plan administrative services are provided by Principal Life Insurance Company, a member of the Principal Financial Group® (Principal®), Des Moines, IA 50392.

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PG4689-12 | 12/2016 | t16101808bq



Retirement plan beneficiary designation **PARTNERSHIP FOR CHILDREN OF CUMBERLAND COUNTY 401(K) PLAN**
Contract/Plan ID Number: 522646
CTD01304

You may designate your beneficiary either online at principal.com or by completing the below form.

5) Return the beneficiary form to your plan sponsor and keep a copy for your records. Do not return this form to Principal Life Insurance Company.

Follow these steps to name your beneficiary(ies): 1) Complete the Personal Information section. 2) Select one of the beneficiary choices (Choice A, Choice B, or Choice C). See Page 3 for more detailed instructions and examples. 3) Name your beneficiary(ies) on Page 2. 4) Sign the form at the bottom of Page 2.

My personal information (please print with black ink)

Name			Phone number		Social Security number	
_____			- ____ -		- ____ -	
Last	First	MI				
Address				Email address		
_____				_____		
Street	City	State	Zip			

My beneficiary choices (pick one)

- Choice A: Single participant** (includes widowed, divorced or legally separated)
I am not married and designate the individual(s) named on Page 2 of this form to receive death benefits from the plan. I understand if I marry, this designation is void one year after my marriage (some plans specify a shorter period).
- Choice B: Married with spouse as sole beneficiary** (spouse's signature is not required)
I am married and designate my spouse named on Page 2 of this form to receive all death benefits from the plan/contract.
- Choice C: Married with spouse not as sole primary beneficiary** [Spouse's signature REQUIRED — review the Qualified Preretirement Survivor Annuity (QPSA) consent at the end of this form.]

I am married and designate the individual(s) named on Page 2 of this form to receive death benefits in accordance with the plan provisions. **Note:** If you are married and do not name your spouse as the sole primary beneficiary, your spouse must sign the consent below. The signature must be witnessed by a plan representative or notary public. If you are younger than age 35, your spouse must again consent to this in writing at the start of the plan year in which you reach age 35 for this designation to remain effect.

Notice to spouse: In signing, you are also verifying that you have read the QPSA notice and consent on the last page of this form.

By checking this box, I agree only to the beneficiary designation on this form. My spouse cannot change the beneficiary without my consent.

Spouse's Signature (must be witnessed by a plan representative or notary public)		Date
X _____		____ / ____ / ____
The spouse appeared before me and signed the consent on:	Plan Representative or Notary Public Signature	Date
____ / ____ / ____	X _____	____ / ____ / ____

(Check if applicable) I certify that my spouse cannot be located to sign this consent. I will notify the plan sponsor if my spouse is located. **Note:** If your spouse cannot be located, check this box and have it witnessed by the plan representative. It must be established to the satisfaction of the plan representative that your spouse cannot be located.

I certify that spousal consent cannot be obtained because the spouse cannot be located.

Plan Representative Signature	Date
X _____	____ / ____ / ____

Beneficiary form

Contract/Plan ID Number: 522646

Naming my beneficiary(ies)

Before completing, please read the instructions, examples and Qualified Preretirement Survivor Annuity notice on this form. You may name one or more primary and/or contingent beneficiaries. If you need more space to name beneficiaries or name a Trust, Testamentary Trust, or minor children (custodian for minors), please attach a separate list that you have signed and dated. **Note:** Unless otherwise provided, if two or more beneficiaries are named, the proceeds shall be paid to the named beneficiaries, or to the survivor or survivors, in equal shares.

Name [primary beneficiary(ies)]	Date of birth / /	Relationship	Social Security number	Percent
--	-----------------------------	---------------------	-------------------------------	----------------

Address	City	State	ZIP
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Name [primary beneficiary(ies)]	Date of birth / /	Relationship	Social Security number	Percent
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Address	City	State	ZIP
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If primary beneficiary(ies) is not living, pay death benefits to:

In most circumstances, your contingent beneficiary(ies) will only receive a death benefit if the primary beneficiary predeceases you and the death benefit has not been paid in full.

Name [contingent beneficiary(ies)]	Date of birth / /	Relationship	Social Security number	Percent
---	-----------------------------	---------------------	-------------------------------	----------------

Address	City	State	ZIP
----------------	-------------	--------------	------------

Name [contingent beneficiary(ies)]	Date of birth / /	Relationship	Social Security number	Percent
---	-----------------------------	---------------------	-------------------------------	----------------

Address	City	State	ZIP
----------------	-------------	--------------	------------

Name change

Change my name from:	Change my name to:	Date / /
-----------------------------	---------------------------	--------------------

Reason: Married Divorce Other - provide reason: _____

My signature

This designation revokes all prior designations made under the retirement plan.

My signature (required)	Date / /
--------------------------------	--------------------

Under the penalties of perjury, I certify by my signature that all of the information on this beneficiary designation form is true, current and complete.

Instructions

Read carefully before completing this form. To be sure death benefits are paid as you wish, follow these guidelines:

Use choice A If you are not married.

Use choice B If you are married and want all death benefits from the plan paid to your spouse. Your spouse does not have to sign the form.

Use choice C If you are married and want death benefits paid to someone other than your spouse, in addition to your spouse, or to a trust or estate. Your spouse must sign the spouse's consent on this form. This signature must be witnessed by a plan representative or notary public.

You may name one or more contingent beneficiaries. If you need more space to name beneficiaries or name a Trust, Testamentary Trust, or minor children (custodian for minors), please attach a separate list that you have signed and dated.

Be sure you sign and date the form. Keep a copy of this form for your records. If you do not date the form, the designation will become effective the day it's received by your plan sponsor or Principal Life Insurance Company depending upon plan provisions.

If your marital status changes, review your beneficiary designation to be sure it meets these requirements. If your name changes, complete the Name Change section of this form.

Examples of naming beneficiaries

Be sure to use given names such as "Mary M. Doe," not "Mrs. John Doe," and include the address and relationship of the beneficiary or beneficiaries to the participant. If you need more space to name beneficiaries or name a Trust, Testamentary Trust, or minor children (custodian for minors), please attach a separate list that you have signed and dated. The following examples may be helpful to you.

	Name	Relationship	Social Security number	Address	Amount/percent
One primary beneficiary	Mary M. Doe	Sister	###-##-####	XXXXXXXXXXXX	100%
Two primary beneficiaries	Jane J. Doe John J. Doe or to the survivor	Mother Father	###-##-#### ###-##-####	XXXXXXXXXXXX XXXXXXXXXXXX	50% 50%
One primary beneficiary and one contingent	Jane J. Doe if living; otherwise to John J. Doe	Spouse Son	###-##-#### ###-##-####	XXXXXXXXXXXX XXXXXXXXXXXX	100% 100%
Estate	My Estate				100%
Trust	ABC Bank and Trust Co.	Trustee or successor in trust under (trust name) established (date of trust agreement)		XXXXXXXXXXXX	100%
Testamentary trust (Trust established within the participant's will)	John J. Doe/ Trust created by the Last Will and ABC Bank Testament of the participant			XXXXXXXXXXXX	100%
Children & grandchildren (if beneficiary is a minor, use sample wording shown below)	John J. Doe Jane J. Doe William J. Doe If any of my children predecease me, the surviving children of any such child shall receive in the share their parent would have received, if living. If no child of a deceased child survives, the share of that child of mine shall go to the survivor or survivors of my children, equally.	Son Daughter Son	###-##-#### ###-##-#### ###-##-####	XXXXXXXXXXXX XXXXXXXXXXXX XXXXXXXXXXXX	33.4% 33.3% 33.3%
Minor children (custodian for minor)	John J. Doe, son, and Jane J. Doe, daughter, equally, or to the survivor. However, if any proceeds become payable to a beneficiary who is a minor as defined by the Iowa Uniform Transfers to Minors Act(UTMA), such proceeds shall be paid to Frank Doe as custodian for John Doe under the Iowa UTMA, and Frank Doe as custodian for Jane Doe under the Iowa UTMA.				

Qualified Preretirement Survivor Annuity (QPSA) notice

If your spouse has a vested account in a retirement plan, federal law requires that you receive a special death benefit if your spouse dies before beginning to receive retirement benefits (or, if earlier, before the beginning of the period for which the retirement benefits are paid).

If you have been married to your spouse for at least one year (some plans may specify a shorter time period), you have the right to receive this payment for your life beginning after your spouse dies. The special death benefit is often called a qualified preretirement survivor annuity (QPSA). This death benefit will automatically be paid in a lump sum rather than as a QPSA if the value of the death benefit is \$5,000* or less.

If the lump-sum value of the death benefit is greater than \$5,000, the death benefit will be paid in the form of a QPSA. Other options may be available. The actual amount of the QPSA benefit will vary depending on the vested account balance, your age and the cost to purchase the benefit.

Your right to the QPSA benefit provided by federal law cannot be taken away unless you agree to give up that benefit. If you agree, your spouse can choose to have all or part of the death benefits paid to someone else. The person your spouse chooses to receive the death benefit is usually called the beneficiary. As an example, if you agree, your spouse can have the death benefit paid to his or her children instead of you.

Example: Pat and Robin Doe agree that Robin will not receive the QPSA benefit. Pat and Robin also decide that half of the death benefit that is paid from Pat's vested account will be paid to Robin, and half of the death benefit will be paid to Pat and Robin's child, Chris. The total death benefit is \$200 per month. After Pat dies, the plan will pay \$100 a month to Robin for the rest of Robin's life. Chris will also receive payments from the plan as long as he lives. Chris will receive less than \$100 a month because Chris, being younger than Robin, is expected to receive payments over a longer period.

Your choice to give up the QPSA benefit must be voluntary. It is your personal decision if you want to give up the right. If you sign this agreement, your spouse can choose the beneficiary who will receive the death benefit without telling you and without getting your agreement. Your spouse can change the beneficiary at any time before he or she begins receiving benefits or dies. You have the right to agree to allow your spouse to select only a particular beneficiary. If you want to allow your spouse to select only a particular beneficiary, check the box in Choice C under My

Beneficiary Choices section, which will limit the beneficiary choice to the one designated on this form. You can agree to give up all or part of the QPSA benefit. If you do so, the plan will pay you the part of the benefit you did not give up, and pay the remaining part of the benefit to the person or persons selected by your spouse.

You can change your mind with respect to giving up your right to the QPSA benefit until the date your spouse dies. After that date, you cannot change this agreement. If you change your mind, you must notify the plan administrator in writing that you want to revoke the consent you give on this form.

You may lose your right to the QPSA benefit if your spouse and you become legally separated or divorced even if you do not sign this agreement. However, if you become legally separated or divorced, you might be able to get a special court order called a qualified domestic relations order (QDRO) that specifically protects your rights to receive the QPSA benefit or that gives you other benefits under this plan. If you are thinking about separating or getting a divorce, you should get legal advice on your rights to benefits from the plan.

QPSA spousal consent and agreement

I understand that I have a right to a QPSA benefit from my spouse's retirement account (see prior section for explanation of QPSA benefit) if my spouse dies prior to receiving retirement benefits — or if earlier, before the beginning of the period for which the retirement benefits are paid. I also understand that if the value of the QPSA benefit is \$5,000* or less, the plan will pay the benefit to me in one lump-sum payment.

I agree to give up my right to the QPSA death benefit and to allow my spouse to choose another beneficiary to receive some or all of that benefit. I understand that by signing this agreement, my spouse can choose any beneficiary without telling me and without my consent agreement unless I limit my spouse's choice to the particular beneficiary by checking the appropriate box in the My Beneficiary Choices section of this form. If I do not check this box, I understand that my spouse can change the beneficiary at any time before retirement benefits begin without telling me and without getting my approval.

I understand I do not have to sign this agreement. I am signing this agreement voluntarily. If I do not sign this agreement, I will receive the QPSA benefit if my spouse dies before beginning to receive retirement benefits – or, if earlier, before the beginning of the period for which the retirement benefits are paid. I understand that if the value of the QPSA benefit is \$5,000* or less, the plan will pay the benefit to me in one lump-sum payment.

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

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PG4692-5 | 07/2016 | t1604060421

* Your plan can specify a lower dollar amount.

Safe Harbor Participant Notice

PARTNERSHIP FOR CHILDREN OF CUMBERLAND COUNTY
351 WAGONER DR STE 200
FAYETTEVILLE, NC 28303-4672
(910) 867-9700
www.ccpfc.org

You are eligible to make salary deferral contributions to the PARTNERSHIP FOR CHILDREN OF CUMBERLAND COUNTY 401(K) PLAN for the 2021 plan year. This notice provides you with information to consider before deciding to take no action or to start, continue or change your salary deferral agreement.

Eligibility and Entry Requirements

You are eligible to join the plan if you:

- Are at least age 21.
- Have completed 1 year of service with the company, in which you worked 1,000 hours.

Salary Deferral Contribution Plan Provision

You may elect to defer a percentage of your pay each pay period. Your current taxable income is reduced by the amount you contribute through salary deferral. This lets you reduce your current federal and most state income taxes. The Safe Harbor plan allows you to defer 100% of your pay.

You can enter into an agreement to make or change your salary deferral contribution on any date. You will need to complete and sign the salary deferral agreement on or before the date on which it is effective. Once an agreement is in effect, salary deferrals will be payroll deducted from your future checks. You can terminate your agreement at any time.

Pay is defined under the plan as follows: Wages, Tips and Other Compensation Box on Form W-2.

Internal Revenue Service (IRS) regulations or the retirement plan may limit the annual amount of your salary deferral contributions. The IRS and plan limits are described in the Plan's Summary Plan Description (SPD) or can be obtained from your employer.

If you meet the salary deferral contribution limit, you may continue to defer up to the catch-up contribution limit if you are eligible to defer catch-up contributions.

Safe Harbor Employer Contribution Plan Provision

For the 2021 Plan Year, PARTNERSHIP FOR CHILDREN OF CUMBERLAND COUNTY will be making the following contribution to the Safe Harbor Plan:

Please note that the plan document may be amended to reduce or suspend the safe harbor match or non-elective contribution at any point during the plan year. If this occurs, a supplemental notice will be provided at least 30 days prior to the reduction or suspension.

Qualified Matching Contribution:

A qualified matching contribution of 100% of salary deferral contributions up to 4% of pay for the payroll period. Your pay may be restricted to the annual pay limit announced by the IRS¹.

¹ This limit will be adjusted to reflect any annual cost-of-living increases announced by the IRS.

Other Employer Contribution Plan Provision

In addition to the above, other employer contributions may be made to the Plan. You should review the Plan's SPD for details regarding these other contributions.

Vesting Plan Provision

You are always 100% vested in the part of the account resulting from the following:

- Elect Deferral
- Elec Def CthUp

- ER Match in K
- Rollover

You may be vested in a percentage of the account from the following contributions:

- ER Discretion

The schedule below determines your vesting percentage:

Years of Vesting Service	Vesting Percentage
2	20%
3	40%
4	60%
5	80%
6	100%

Withdrawal Plan Provisions

The following withdrawals are allowed on the plan. Please note that there are rules and requirements that must be met prior to taking a withdrawal.

- Severance from employment
- Death
- Disability
- Plan termination
- Hardship withdrawal
- Active Military - Deemed Severance withdrawal
- Rollover

Additional Information

For additional information about the Safe Harbor plan, please contact:

MARY SONNENBERG
 351 WAGONER DRIVE STE 200
 FAYETTEVILLE, NC 28303-4672
 (910)867-9700
 msonnenberg@ccpfc.org

An additional copy of the Summary Plan Description can also be obtained from the above stated contact.

This is a brief summary of the Safe Harbor plan. If there are any discrepancies between this summary and the plan document, the plan document will govern.

Important Participant Notice Regarding Qualified Default Investment Alternative

PARTNERSHIP FOR CHILDREN OF CUMBERLAND COUNTY
 351 WAGONER DR STE 200
 FAYETTEVILLE, NC 28303-4672
 (910) 867-9700
www.ccpfc.org

You have the right to direct the investment of retirement plan contributions among the investment options offered under the retirement plan. Properly investing retirement contributions is important for planning your future retirement income. You should consider your investment direction decision carefully. This notice provides information regarding where contributions submitted to the retirement plan for your benefit will be directed in the absence of your investment election. You may direct the investment of the retirement funds by visiting www.principal.com.

Investment Option Default

If you have not provided complete, up-to-date direction as to how the account set up for you under the retirement plan is to be invested, the account will be invested under automatic rules. You need to understand these rules and make sure that you are comfortable with them or that you take action to direct the investment of the account according to your preferences. These rules state that, if we do not have complete investment directions from you, the retirement funds in the account and new contributions for which we do not have direction will be directed to the applicable Principal LifeTime portfolio (advised by Principal Global Investors). The applicable portfolio will be determined based on your current age and the definition of normal retirement date under the plan. Your directions must be received at the Corporate Center of Principal Life Insurance Company.

See the table below to identify the Principal LifeTime portfolio that will apply based on your current age and when you will reach the plan's normal retirement date. For information on how you may make an investment direction election, please see the "Right to Direct" section below.

Normal Retirement Date	Principal LifeTime Portfolio
2004 or earlier	Principal LifeTime Strategic Income Separate Account
Between 2005 and end of 2012	Principal LifeTime 2010 Separate Account
Between 2013 and end of 2017	Principal LifeTime 2015 Separate Account
Between 2018 and end of 2022	Principal LifeTime 2020 Separate Account
Between 2023 and end of 2027	Principal LifeTime 2025 Separate Account
Between 2028 and end of 2032	Principal LifeTime 2030 Separate Account
Between 2033 and end of 2037	Principal LifeTime 2035 Separate Account
Between 2038 and end of 2042	Principal LifeTime 2040 Separate Account
Between 2043 and end of 2047	Principal LifeTime 2045 Separate Account
Between 2048 and end of 2052	Principal LifeTime 2050 Separate Account
Between 2053 and end of 2057	Principal LifeTime 2055 Separate Account
Between 2058 and end of 2062	Principal LifeTime 2060 Separate Account
2063 or later	Principal LifeTime 2065 Separate Account

Note: Neither the principal nor the underlying assets of the Principal LifeTime portfolios are guaranteed at any time, including the target date. Investment risk remains at all times.

To learn about the retirement plan's default investment option and related objectives, risk and return characteristics, and associated fees and expenses, please see the following description and attached investment information or Investment Option Summary included in the enrollment workbook for the Principal LifeTime portfolios that will apply.

Target Date portfolios are managed toward a particular target date, or the approximate date the investor is expected to start withdrawing money from the portfolio. As each target date portfolio approaches its target date, the investment mix becomes more conservative by increasing exposure to generally more conservative investments and reducing exposure to typically more aggressive investments. Neither the principal nor the underlying assets of target date portfolios are guaranteed at any time, including the target date. Investment risk remains at all times. Neither asset allocation nor diversification can assure a profit or protect against a loss in down markets. Be sure to see the relevant prospectus or offering document for full discussion of a target date investment option including determination of when the portfolio achieves its most conservative allocation.

Right to Direct

If you do not want retirement funds to be directed as indicated above, then you may elect to direct the retirement funds to investment options under the retirement plan by visiting The Principal Web site at www.principal.com and logging into the account or by calling 1-800-547-7754.

You may make changes to your investment direction as allowed under the retirement plan. This includes transferring any contributions from the applicable investment option default to another investment option. Transfers out of the investment option default are not subject to restrictions, fees or expenses¹ for a 90-day period, unless the fees and expenses are charged on an ongoing basis for the operation of the investment². See the attached investment information for information regarding restrictions, fees or expenses after the 90-day period.

Additional Information

For additional information about the investment option default or other investment alternatives under the plan please visit www.principal.com or contact:

MARY SONNENBERG
351 WAGONER DRIVE STE 200
FAYETTEVILLE, NC 28303-4672
(910)867-9700
msonnenberg@ccpfc.org

¹ Includes surrender charges, liquidation or exchange fees, redemption fees and similar expenses charged in connection with the liquidation of, or transfer from, the investment option default.

² Includes investment management fees, distribution and/or service fees, "12b-1" fees, or legal, accounting, transfer agent and similar administrative expenses.

ERISA 404 retirement plan and investment information

10/17/2020

The retirement savings plan offered by PARTNERSHIP FOR CHILDREN OF CUMBERLAND COUNTY is a great way to help you save for the life you want in retirement. PARTNERSHIP FOR CHILDREN OF CUMBERLAND COUNTY 401(K) PLAN (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 or by contacting the Plan Administrator:

PARTNERSHIP FOR CHILDREN OF CUMBERLAND COUNTY
351 WAGONER DR STE 200
FAYETTEVILLE, NC 28303-4672
910-867-9700

Information about ERISA Section 404(c)

The Employee Retirement Income Security Act (ERISA) provides rules on the investment of retirement funds. PARTNERSHIP FOR CHILDREN OF CUMBERLAND COUNTY 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.

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. 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.

PARTNERSHIP FOR CHILDREN OF CUMBERLAND [Contract/Plan ID Number: 5-22646](#) COUNTY 401(K) PLAN

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⁺

An annual Plan administrative expense of 0.38% applies to your account balance. One-twelfth of the total amount will be deducted from your account balance each month. Any remaining expense(s) will be paid by PARTNERSHIP FOR CHILDREN OF CUMBERLAND COUNTY.

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 fee:** \$50.00
- **Distribution in-kind fee:** \$50.00
- **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 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

⁺ 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

PARTNERSHIP FOR CHILDREN OF CUMBERLAND [Contract/Plan ID Number: 5-22646](#)
COUNTY 401(K) PLAN

- 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

.....
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.

Delivery of statements

This is a notice that your benefit statements are provided quarterly and are available by logging in to your account at principal.com. The statement includes any fees deducted on your retirement account and is being delivered electronically based on your continuous access to the website. You have the right to receive paper statements, free of charge, which you can elect that preference under your account, or by calling 800.547.7754 Monday through Friday, 7 a.m.-9 p.m. CT.

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.

PT249H | 1090710-032020 | 3/2020

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
Principal Stable Value Sig Fund ²⁸	1.01	1.44	1.41	1.21	1.07	2.77	1.66	1.12	1.12	2.81	1/1997
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 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period					
U.S. Bonds	90.60	Cash	5.39	Total Inv Exp Net %			1.06					
Other	4.01				Contractual Cap Expiration Date			N/A				
				Waiver Expiration Date			N/A					
				Total Inv Exp Gross %			1.06					
				Total Inv Exp Gross Per \$1,000 Invested			\$10.60					
				Redemption Fee			-					

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: **PIMCO**

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
PIMCO High Yield R Fund ^{5,20}	-0.55	1.79	3.27	5.45	5.23	6.63	14.25	5.18	6.39	6.97	12/2002
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 maximum total return, consistent with preservation of capital and prudent investment management. The fund invests at least 80% of its assets in a diversified portfolio of high yield investments ("junk bonds"), which may be represented by forwards or derivatives. It may invest up to 20% of its total assets in securities rated Caa or below by Moody's, or equivalently rated by S&P or Fitch, or, if unrated, determined by PIMCO to be of comparable quality. The fund may invest, without limitation, in derivative instruments, such as options, futures contracts or swap agreements, or in mortgage- or asset-backed securities.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Bonds	82.31	Non-U.S. Bonds	8.77	Total Inv Exp Net %			1.17				
Other	6.02	Cash	1.72	Contractual Cap Expiration Date			N/A				
Convertibles	1.16	Non-U.S. Stocks	0.02	Waiver Expiration Date			N/A				
				Total Inv Exp Gross %			1.17				
				Total Inv Exp Gross Per \$1,000 Invested			\$11.70				
				Redemption Fee			-				

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 Bond**

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)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
JP Morgan Core Bond R2 Fund 15,16,20,E	6.51	6.05	4.62	3.53	3.17	4.52	7.70	2.49	3.30	4.25	11/2008
Benchmark: Bloomberg Barclays Aggregate Bond Index	6.79	6.98	5.24	4.18	3.64	-	8.72	3.05	3.75	-	-

Description: The investment seeks to maximize total return by investing primarily in a diversified portfolio of intermediate- and long-term debt securities. The fund is designed to maximize total return by investing in a portfolio of investment grade intermediate- and long-term debt securities. It will invest at least 80% of its net assets plus the amount of borrowings for investment purposes in bonds. The fund may principally invest in corporate bonds, U.S. treasury obligations and other U.S. government and agency securities, and asset-backed, mortgage-related and mortgage-backed securities. Its average weighted maturity will ordinarily range between 4 and 12 years.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period			
U.S. Bonds	83.14	Cash	8.94	Total Inv Exp Net %			1.10		2/60 day period	
Non-U.S. Bonds	6.23	Convertibles	1.70	Contractual Cap Expiration Date			N/A			
				Waiver Expiration Date			N/A			
				Total Inv Exp Gross %			1.10			
				Total Inv Exp Gross Per \$1,000 Invested			\$11.00			
				Redemption Fee			-			

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: **Allocation--30% to 50% Equity**

Inv Manager or Sub-Advisor: **Hartford 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
Hartford Balanced Income R3 Fund 12,13,16,H	-0.01	3.24	5.01	7.26	7.46	8.05	18.54	6.52	8.41	8.71	5/2010
Benchmark: Morningstar Moderately Conservative Target Risk Index	4.42	8.23	6.25	6.98	6.12	-	15.25	5.55	6.26	-	-

Description: The investment seeks to provide current income with growth of capital as a secondary objective. The fund targets an allocation of approximately 45% equity securities and 55% fixed income investments, with the allocation generally varying by no more than +/-5%. The equity portion of the fund invests primarily in common stocks with a history of above-average dividends or expectations of increasing dividends. It may invest up to 20% of the fixed income portion of the portfolio in domestic non-investment grade debt.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	39.86	U.S. Bonds	38.18	Total Inv Exp Net %			1.27		2/90 day period		
Non-U.S. Bonds	12.22	Cash	4.63	Contractual Cap Expiration Date			N/A				
Non-U.S. Stocks	4.13	Convertibles	0.98	Waiver Expiration Date			N/A				
Preferred	0.01				Total Inv Exp Gross %			1.27			
				Total Inv Exp Gross Per \$1,000 Invested			\$12.70				
				Redemption Fee			-				

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 Retirement**Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

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	
Principal LifeTime Strategic Income Separate Account A,12,16,18,19,23,24,32,33,F	4.69	6.92	4.74	5.02	4.59	4.09	12.13	3.69	4.94	4.00	3/2001
Benchmark: S&P Target Date Retirement Income Index	3.70	6.86	5.40	5.72	5.25	-	13.33	4.67	5.50	-	-

Description: The investment seeks current income, and as a secondary objective, capital appreciation. The fund is a fund of funds and invests in underlying funds of Principal Funds, Inc. ("PFI"). Its underlying funds consist of domestic and foreign equity funds, fixed-income funds, real asset funds, and other funds that aim to offer diversification beyond traditional equity and fixed-income securities. Its asset allocation is designed for investors who are approximately 15 years beyond the normal retirement age of 65.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period			
U.S. Bonds	66.93	U.S. Stocks	15.06	Total Inv Exp Net %			1/30 day period			
Non-U.S. Stocks	8.53	Cash	4.45	Contractual Cap Expiration Date			N/A			
Non-U.S. Bonds	4.38	Convertibles	0.39	Waiver Expiration Date			N/A			
Other	0.18	Preferred	0.07	Total Inv Exp Gross %			1.19			
				Total Inv Exp Gross Per \$1,000 Invested			\$11.90			
				Redemption Fee			-			

Investment Category: **Target-Date 2000-2010**Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

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	
Principal LifeTime 2010 Separate Account A,12,16,18,19,23,24,32,33,F	4.33	7.21	5.05	5.83	5.79	4.74	13.70	4.36	6.10	4.69	3/2001
Benchmark: S&P Target Date 2010 Index	3.76	7.28	5.62	6.33	5.97	-	14.30	5.16	6.21	-	-

Description: The investment seeks a total return consisting of long-term growth of capital and current income. The fund operates as a "target date fund" that invests according to an asset allocation strategy designed for investors having a retirement investment goal close to the year in 2010. It is a fund of funds and invests in underlying funds of Principal Funds, Inc. ("PFI"). Its underlying funds consist of domestic and foreign equity funds, fixed-income funds, real asset funds, and other funds that aim to offer diversification beyond traditional equity and fixed-income securities.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period			
U.S. Bonds	59.10	U.S. Stocks	20.88	Total Inv Exp Net %			1/30 day period			
Non-U.S. Stocks	11.48	Cash	4.08	Contractual Cap Expiration Date			N/A			
Non-U.S. Bonds	3.87	Convertibles	0.34	Waiver Expiration Date			N/A			
Other	0.18	Preferred	0.07	Total Inv Exp Gross %			1.19			
				Total Inv Exp Gross Per \$1,000 Invested			\$11.90			
				Redemption Fee			-			

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 2015**Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

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	
Principal LifeTime 2015 Separate Account A,12,16,18,19,23,24,32,33,F	4.06	7.63	5.38	6.47	6.37	4.77	15.62	4.92	6.67	4.73	2/2008
Benchmark: S&P Target Date 2015 Index	3.27	7.14	5.70	6.85	6.63	-	15.40	5.67	6.92	-	-
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 a total return consisting of long-term growth of capital and current income. The fund operates as a "target date fund" that invests according to an asset allocation strategy designed for investors having a retirement investment goal close to the year in 2015. It is a fund of funds and invests in underlying funds of Principal Funds, Inc. ("PFI"). Its underlying funds consist of domestic and foreign equity funds, fixed-income funds, real asset funds, and other funds that aim to offer diversification beyond traditional equity and fixed-income securities.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period			
U.S. Bonds	52.00	U.S. Stocks	25.92	Total Inv Exp Net %			1/30 day period			
Non-U.S. Stocks	14.47	Cash	3.74	Contractual Cap Expiration Date			N/A			
Non-U.S. Bonds	3.35	Convertibles	0.28	Waiver Expiration Date			N/A			
Other	0.17	Preferred	0.08	Total Inv Exp Gross %			1.21			
				Total Inv Exp Gross Per \$1,000 Invested			\$12.10			
				Redemption Fee			-			

Investment Category: **Target-Date 2020**Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

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	
Principal LifeTime 2020 Separate Account A,12,16,18,19,23,24,32,33,F	3.60	7.79	5.65	7.02	6.96	5.44	17.71	5.46	7.30	5.46	3/2001
Benchmark: S&P Target Date 2020 Index	2.67	6.98	5.77	7.32	7.20	-	16.52	6.16	7.55	-	-

Description: The investment seeks a total return consisting of long-term growth of capital and current income. The fund operates as a "target date fund" that invests according to an asset allocation strategy designed for investors having a retirement investment goal close to the year in 2020. It is a fund of funds and invests in underlying funds of Principal Funds, Inc. ("PFI"). Its underlying funds consist of domestic and foreign equity funds, fixed-income funds, real asset funds, and other funds that aim to offer diversification beyond traditional equity and fixed-income securities.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period			
U.S. Bonds	43.86	U.S. Stocks	31.73	Total Inv Exp Net %			1/30 day period			
Non-U.S. Stocks	17.77	Cash	3.37	Contractual Cap Expiration Date			N/A			
Non-U.S. Bonds	2.80	Convertibles	0.22	Waiver Expiration Date			N/A			
Other	0.18	Preferred	0.08	Total Inv Exp Gross %			1.22			
				Total Inv Exp Gross Per \$1,000 Invested			\$12.20			
				Redemption Fee			-			

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 2025**

Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

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	
Principal LifeTime 2025 Separate Account A,12,16,18,19,23,24,32,33,F	3.16	8.06	5.99	7.60	7.43	5.34	19.80	6.04	7.76	5.41	2/2008
Benchmark: S&P Target Date 2025 Index	2.03	7.10	5.97	7.86	7.73	-	18.38	6.73	8.13	-	-
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 a total return consisting of long-term growth of capital and current income. The fund operates as a "target date fund" that invests according to an asset allocation strategy designed for investors having a retirement investment goal close to the year in 2025. It is a fund of funds and invests in underlying funds of Principal Funds, Inc. ("PFI"). Its underlying funds consist of domestic and foreign equity funds, fixed-income funds, real asset funds, and other funds that aim to offer diversification beyond traditional equity and fixed-income securities.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period			
U.S. Stocks	37.44	U.S. Bonds	35.95	Total Inv Exp Net %			1.23			
Non-U.S. Stocks	21.24	Cash	2.72	Contractual Cap Expiration Date			N/A			
Non-U.S. Bonds	2.25	Other	0.18	Waiver Expiration Date			N/A			
Convertibles	0.15	Preferred	0.08	Total Inv Exp Gross %			1.23			
				Total Inv Exp Gross Per \$1,000 Invested			\$12.30			
				Redemption Fee			-			

Investment Category: **Target-Date 2030**

Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

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	
Principal LifeTime 2030 Separate Account A,12,16,18,19,23,24,32,33,F	2.80	8.52	6.19	7.99	7.80	5.76	21.69	6.46	8.17	5.85	3/2001
Benchmark: S&P Target Date 2030 Index	1.26	7.14	6.10	8.32	8.18	-	20.38	7.27	8.66	-	-

Description: The investment seeks a total return consisting of long-term growth of capital and current income. The fund operates as a "target date fund" that invests according to an asset allocation strategy designed for investors having a retirement investment goal close to the year in 2030. It is a fund of funds and invests in underlying funds of Principal Funds, Inc. ("PFI"). Its underlying funds consist of domestic and foreign equity funds, fixed-income funds, real asset funds, and other funds that aim to offer diversification beyond traditional equity and fixed-income securities.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period			
U.S. Stocks	42.97	U.S. Bonds	28.23	Total Inv Exp Net %			1.26			
Non-U.S. Stocks	24.46	Cash	2.19	Contractual Cap Expiration Date			N/A			
Non-U.S. Bonds	1.79	Other	0.17	Waiver Expiration Date			N/A			
Preferred	0.09	Convertibles	0.09	Total Inv Exp Gross %			1.26			
				Total Inv Exp Gross Per \$1,000 Invested			\$12.60			
				Redemption Fee			-			

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 2035**

Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

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	
Principal LifeTime 2035 Separate Account A,12,16,18,19,23,24,32,33,F	2.61	8.70	6.57	8.35	8.19	5.76	22.77	6.82	8.53	5.91	2/2008
Benchmark: S&P Target Date 2035 Index	0.53	7.17	6.19	8.74	8.58	-	22.18	7.77	9.13	-	-
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 a total return consisting of long-term growth of capital and current income. The fund operates as a "target date fund" that invests according to an asset allocation strategy designed for investors having a retirement investment goal close to the year in 2035. It is a fund of funds and invests in underlying funds of Principal Funds, Inc. ("PFI"). Its underlying funds consist of domestic and foreign equity funds, fixed-income funds, real asset funds, and other funds that aim to offer diversification beyond traditional equity and fixed-income securities.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period			
U.S. Stocks	49.24	Non-U.S. Stocks	26.58	Total Inv Exp Net %			1/30 day period			
U.S. Bonds	21.20	Cash	1.44	Contractual Cap Expiration Date			N/A			
Non-U.S. Bonds	1.34	Preferred	0.09	Waiver Expiration Date			N/A			
Convertibles	0.07	Other	0.04	Total Inv Exp Gross %			1.20			
				Total Inv Exp Gross Per \$1,000 Invested			\$12.00			
				Redemption Fee			-			

Investment Category: **Target-Date 2040**

Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

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	
Principal LifeTime 2040 Separate Account A,12,16,18,19,23,24,32,33,F	2.10	8.75	6.69	8.65	8.43	5.91	24.18	7.14	8.81	6.03	3/2001
Benchmark: S&P Target Date 2040 Index	0.00	7.16	6.26	9.04	8.85	-	23.37	8.11	9.45	-	-

Description: The investment seeks a total return consisting of long-term growth of capital and current income. The fund operates as a "target date fund" that invests according to an asset allocation strategy designed for investors having a retirement investment goal close to the year in 2040. It is a fund of funds and invests in underlying funds of Principal Funds, Inc. ("PFI"). Its underlying funds consist of domestic and foreign equity funds, fixed-income funds, real asset funds, and other funds that aim to offer diversification beyond traditional equity and fixed-income securities.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period			
U.S. Stocks	52.82	Non-U.S. Stocks	28.69	Total Inv Exp Net %			1/30 day period			
U.S. Bonds	15.92	Cash	1.38	Contractual Cap Expiration Date			N/A			
Non-U.S. Bonds	1.01	Preferred	0.08	Waiver Expiration Date			N/A			
Convertibles	0.06	Other	0.04	Total Inv Exp Gross %			1.22			
				Total Inv Exp Gross Per \$1,000 Invested			\$12.20			
				Redemption Fee			-			

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 2045**

Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

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	
Principal LifeTime 2045 Separate Account A,12,16,18,19,23,24,32,33,F	1.66	8.66	6.69	8.81	8.60	5.98	25.08	7.34	9.01	6.22	2/2008
Benchmark: S&P Target Date 2045 Index	-0.32	7.14	6.26	9.23	9.03	-	24.02	8.32	9.67	-	-
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 a total return consisting of long-term growth of capital and current income. The fund operates as a "target date fund" that invests according to an asset allocation strategy designed for investors having a retirement investment goal close to the year in 2045. It is a fund of funds and invests in underlying funds of Principal Funds, Inc. ("PFI"). Its underlying funds consist of domestic and foreign equity funds, fixed-income funds, real asset funds, and other funds that aim to offer diversification beyond traditional equity and fixed-income securities.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period			
U.S. Stocks	56.07	Non-U.S. Stocks	30.35	Total Inv Exp Net %			1/30 day period			
U.S. Bonds	11.38	Cash	1.34	Contractual Cap Expiration Date			N/A			
Non-U.S. Bonds	0.71	Preferred	0.08	Waiver Expiration Date			N/A			
Other	0.04	Convertibles	0.03	Total Inv Exp Gross %			1.24			
				Total Inv Exp Gross Per \$1,000 Invested			\$12.40			
				Redemption Fee			-			

Investment Category: **Target-Date 2050**

Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

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	
Principal LifeTime 2050 Separate Account A,12,16,18,19,23,24,32,33,F	1.30	8.64	6.71	8.95	8.74	5.95	25.93	7.54	9.17	6.12	3/2001
Benchmark: S&P Target Date 2050 Index	-0.47	7.14	6.27	9.41	9.18	-	24.35	8.49	9.84	-	-

Description: The investment seeks a total return consisting of long-term growth of capital and current income. The fund operates as a "target date fund" that invests according to an asset allocation strategy designed for investors having a retirement investment goal close to the year in 2050. It is a fund of funds and invests in underlying funds of Principal Funds, Inc. ("PFI"). Its underlying funds consist of domestic and foreign equity funds, fixed-income funds, real asset funds, and other funds that aim to offer diversification beyond traditional equity and fixed-income securities.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period			
U.S. Stocks	58.35	Non-U.S. Stocks	31.62	Total Inv Exp Net %			1/30 day period			
U.S. Bonds	8.09	Cash	1.29	Contractual Cap Expiration Date			N/A			
Non-U.S. Bonds	0.51	Preferred	0.07	Waiver Expiration Date			N/A			
Other	0.05	Convertibles	0.02	Total Inv Exp Gross %			1.25			
				Total Inv Exp Gross Per \$1,000 Invested			\$12.50			
				Redemption Fee			-			

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 2055**Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

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	
Principal LifeTime 2055 Separate Account A,12,16,18,19,23,24,32,33,F	0.86	8.45	6.63	9.03	8.70	6.00	26.52	7.67	9.17	6.32	2/2008
Benchmark: S&P Target Date 2055 Index	-0.61	7.07	6.26	9.50	9.31	-	24.48	8.58	9.99	-	-
Benchmark: Morningstar Lifetime Moderate 2055 Index	-2.69	4.88	5.51	9.10	8.54	-	25.05	8.19	9.50	-	-

Description: The investment seeks a total return consisting of long-term growth of capital and current income. The fund operates as a "target date fund" that invests according to an asset allocation strategy designed for investors having a retirement investment goal close to the year in 2055. It is a fund of funds and invests in underlying funds of Principal Funds, Inc. ("PFI"). Its underlying funds consist of domestic and foreign equity funds, fixed-income funds, real asset funds, and other funds that aim to offer diversification beyond traditional equity and fixed-income securities.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period			
U.S. Stocks	59.89	Non-U.S. Stocks	32.75	Total Inv Exp Net %			1/30 day period			
U.S. Bonds	5.61	Cash	1.27	Contractual Cap Expiration Date			N/A			
Non-U.S. Bonds	0.35	Preferred	0.07	Waiver Expiration Date			N/A			
Other	0.05	Convertibles	0.01	Total Inv Exp Gross %			1.27			
				Total Inv Exp Gross Per \$1,000 Invested			\$12.70			
				Redemption Fee			-			

Investment Category: **Target-Date 2060+**Inv Manager or Sub-Advisor: **Multiple Sub-Advisors**

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	
Principal LifeTime 2060 Separate Account A,12,13,16,18,19,23,24,32,33,F	0.80	8.50	6.63	9.02	-	8.30	26.79	7.67	-	9.13	3/2013
Benchmark: S&P Target Date 2060+ Index	-0.50	7.28	6.41	9.67	9.37	-	24.73	8.68	-	-	-
Benchmark: Morningstar Lifetime Moderate 2060 Index	-2.81	4.78	5.39	9.03	8.40	-	24.96	8.13	9.41	9.01	-

Description: The investment seeks a total return consisting of long-term growth of capital and current income. The fund operates as a "target date fund" that invests according to an asset allocation strategy designed for investors having a retirement investment goal close to the year in 2060. It is a fund of funds and invests in underlying funds of Principal Funds, Inc. ("PFI"). Its underlying funds consist of domestic and foreign equity funds, fixed-income funds, real asset funds, and other funds that aim to offer diversification beyond traditional equity and fixed-income securities.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period			
U.S. Stocks	60.76	Non-U.S. Stocks	33.48	Total Inv Exp Net %			1/30 day period			
U.S. Bonds	4.11	Cash	1.24	Contractual Cap Expiration Date			N/A			
Non-U.S. Bonds	0.28	Preferred	0.07	Waiver Expiration Date			N/A			
Other	0.05	Convertibles	0.01	Total Inv Exp Gross %			1.28			
				Total Inv Exp Gross Per \$1,000 Invested			\$12.80			
				Redemption Fee			-			

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: **Multiple Sub-Advisors**

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	
Principal LifeTime 2065 Separate Account A,12,13,16,18,19,23,24,30,32,33,F	0.89	8.63	6.60	-	-	7.28	26.62	-	-	9.33	12/2017
Benchmark: S&P Target Date 2060+ Index	-0.50	7.28	6.41	9.67	9.37	-	24.73	8.68	-	-	-
Benchmark: Morningstar Lifetime Moderate 2060 Index	-2.81	4.78	5.39	9.03	8.40	-	24.96	8.13	9.41	9.31	-

Description: The investment seeks a total return consisting of long-term growth of capital and current income. The fund operates as a "target date fund" that invests according to an asset allocation strategy designed for investors having a retirement investment goal close to the year in 2065. It is a fund of funds and invests in underlying funds of Principal Funds, Inc. Its underlying funds consist of domestic and foreign equity funds, fixed-income funds, real asset funds, and other funds that aim to offer diversification beyond traditional equity and fixed-income securities.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period		
U.S. Stocks	61.59	Non-U.S. Stocks	33.74	Total Inv Exp Net %			1/30 day period		
U.S. Bonds	3.15	Cash	1.20	Contractual Cap Expiration Date			02/28/2021		
Non-U.S. Bonds	0.20	Preferred	0.07	Waiver Expiration Date			N/A		
Other	0.05	Convertibles	0.01	Total Inv Exp Gross %			1.61		
				Total Inv Exp Gross Per \$1,000 Invested			\$16.10		
				Redemption Fee			-		

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: **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	
JP Morgan Equity Income R2 Fund ^E	-8.54	-2.58	5.28	8.97	10.88	9.70	25.67	9.18	12.64	11.68	2/2011
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 capital appreciation and current income. Under normal circumstances, at least 80% of the fund's assets will be invested in the equity securities of corporations that regularly pay dividends, including common stocks and debt securities and preferred stock convertible to common stock. "Assets" means net assets, plus the amount of borrowings for investment purposes. Although the fund invests primarily in securities of large cap companies, it may invest in equity investments of companies across all market capitalizations.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period			
U.S. Stocks	98.63	Non-U.S. Stocks	0.73	Total Inv Exp Net %			2/60 day period			
Cash	0.64				Contractual Cap Expiration Date			N/A		
				Waiver Expiration Date			10/31/2020			
				Total Inv Exp Gross %			1.26			
				Total Inv Exp Gross Per \$1,000 Invested			\$12.60			
				Redemption Fee			-			

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: **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 Investment Company of America R3 Fund ²⁰	2.63	12.28	7.96	11.32	11.09	7.48	23.66	9.03	10.95	7.63	6/2002
Benchmark: Russell 1000 Index	6.40	16.01	12.38	14.09	13.76	-	31.43	11.48	13.54	-	-

Description: The investment seeks long-term growth of capital and income. The fund invests primarily in common stocks, most of which have a history of paying dividends. It may invest up to 15% of its assets, at the time of purchase, in securities of issuers domiciled outside the United States. Although the fund focuses on investments in medium to larger capitalization companies, the fund's investments are not limited to a particular capitalization size.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	82.76	Non-U.S. Stocks	11.14	Total Inv Exp Net %			-				
Cash	5.45	Preferred	0.40	Contractual Cap Expiration Date			N/A				
U.S. Bonds	0.13	Convertibles	0.11	Waiver Expiration Date			N/A				
				Total Inv Exp Gross %			0.92				
				Total Inv Exp Gross Per \$1,000 Invested			\$9.20				
				Redemption Fee			-				

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 Washington Mutual Investors R3 Fund ²⁰	-3.53	3.72	7.48	11.10	11.49	7.28	25.12	10.25	12.35	7.82	6/2002
Benchmark: Russell 1000 Index	6.40	16.01	12.38	14.09	13.76	-	31.43	11.48	13.54	-	-

Description: The investment seeks to produce income and to provide an opportunity for growth of principal consistent with sound common stock investing. The fund invests primarily in common stocks of established companies that are listed on, or meet the financial listing requirements of, the New York Stock Exchange and have a strong record of earnings and dividends. Its advisor strives to maintain a fully invested, diversified portfolio, consisting primarily of high-quality common stocks.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	87.86	Non-U.S. Stocks	7.97	Total Inv Exp Net %			-				
Cash	3.66	Preferred	0.51	Contractual Cap Expiration Date			N/A				
				Waiver Expiration Date			N/A				
				Total Inv Exp Gross %			0.92				
				Total Inv Exp Gross Per \$1,000 Invested			\$9.20				
				Redemption Fee			-				

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,2,8,22,24,31,F	5.03	14.34	11.48	13.33	12.91	9.08	30.51	10.89	12.72	9.14	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 %	0.72		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 %	0.72			
				Total Inv Exp Gross Per \$1,000 Invested	\$7.20			
				Redemption Fee	-			

Investment Category: **Large Growth**Inv Manager or Sub-Advisor: **Goldman Sachs Asset Mgt**

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	
Goldman Sachs Capital Growth R Fund ²⁰	8.01	16.69	13.96	14.47	13.44	9.08	31.94	11.69	12.78	8.97	11/2007
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 growth of capital. The fund normally invests at least 90% of its total assets measured at the time of purchase ("Total Assets") in equity investments. Although it invests primarily in publicly traded U.S. securities, the fund may invest up to 25% of its total assets in foreign securities, including securities of issuers in countries with emerging markets or economies ("emerging countries") and securities quoted in foreign currencies.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
U.S. Stocks	96.15	Non-U.S. Stocks	3.22	Total Inv Exp Net %	1.38		-	
Cash	0.63			Contractual Cap Expiration Date	N/A			
				Waiver Expiration Date	12/27/2020			
				Total Inv Exp Gross %	1.46			
				Total Inv Exp Gross Per \$1,000 Invested	\$14.60			
				Redemption Fee	-			

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: **MFS Investment 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
MFS Mid Cap Value R2 Fund 1,20,G	-13.11	-7.08	1.37	5.93	9.40	7.66	30.22	7.75	12.22	8.98	10/2003
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 capital appreciation. The fund normally invests at least 80% of the fund's net assets in issuers with medium market capitalizations. The adviser generally defines medium market capitalization issuers as issuers with market capitalizations similar to those of issuers included in the Russell Midcap(R) Value Index over the last 13 months at the time of purchase. It normally invests the fund's assets primarily in equity securities.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period			
U.S. Stocks	94.44	Non-U.S. Stocks	4.24	Total Inv Exp Net %			1.32		2/calendar quarter	
Cash	1.32				Contractual Cap Expiration Date			N/A		
				Waiver Expiration Date			N/A			
				Total Inv Exp Gross %			1.32			
				Total Inv Exp Gross Per \$1,000 Invested			\$13.20			
				Redemption Fee			-			

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)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
MidCap S&P 400 Index Separate Account A,1,2,10,22,24,31,F	-9.14	-2.90	2.13	7.30	9.66	8.23	25.28	8.21	11.86	9.06	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 %			0.72		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 %			0.72			
				Total Inv Exp Gross Per \$1,000 Invested			\$7.20			
				Redemption Fee			-			

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: **Nuveen Asset 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
Nuveen Small Cap Value R3 Fund 1,20,F	-27.76	-24.38	-11.41	-0.94	6.35	6.66	16.74	5.46	10.60	8.87	9/2001
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. Under normal market conditions, the fund invests at least 80% of the sum of its net assets and the amount of any borrowings for investment purposes in common stocks of small-capitalization companies. Small-capitalization companies are defined as companies that have market capitalizations within the market capitalization range of the companies in the Russell 2000(R) Index on the last business day of the month in which its most recent reconstitution was completed.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period					
U.S. Stocks	97.88	Non-U.S. Stocks	1.21	Total Inv Exp Net %			1.45	2/60 day period				
Cash	0.91				Contractual Cap Expiration Date			N/A				
				Waiver Expiration Date			07/31/2021					
				Total Inv Exp Gross %			1.53					
				Total Inv Exp Gross Per \$1,000 Invested			\$15.30					
				Redemption Fee			-					

Investment Category: **Small Blend**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)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
JP Morgan US Small Company R2 Fund 1,20,E	-9.09	-0.34	-0.19	5.52	9.18	9.70	21.24	5.75	11.29	11.94	11/2011
Benchmark: Russell 2000 Index	-8.69	0.39	1.77	8.00	9.85	-	25.52	8.23	11.83	-	-

Description: The investment seeks to provide high total return from a portfolio of small company stocks. Under normal circumstances, the fund invests at least 80% of its assets in equity securities of small cap U.S. companies. "Assets" means net assets, plus the amount of borrowings for investment purposes. Small cap companies are companies with market capitalizations similar to those within the universe of the Russell 2000(R) Index at the time of purchase.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period					
U.S. Stocks	97.78	Cash	1.68	Total Inv Exp Net %			1.49	2/60 day period				
Non-U.S. Stocks	0.54				Contractual Cap Expiration Date			N/A				
				Waiver Expiration Date			10/31/2020					
				Total Inv Exp Gross %			1.50					
				Total Inv Exp Gross Per \$1,000 Invested			\$15.00					
				Redemption Fee			-					

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 Growth**

Inv Manager or Sub-Advisor: **Goldman Sachs Asset Mgt**

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
Goldman Sachs Small Cap Growth Insights R Fund 1,20,E	-6.65	2.30	3.93	8.69	11.20	7.73	25.68	9.07	12.99	8.85	11/2007
Benchmark: Russell 2000 Growth Index	3.88	15.71	8.18	11.42	12.34	-	28.48	9.34	13.01	-	-

Description: The investment seeks long-term growth of capital. The fund invests at least 80% of its net assets plus any borrowings for investment purposes (measured at time of purchase) ("Net Assets") in a broadly diversified portfolio of equity investments in small-cap U.S. issuers, including foreign issuers that are traded in the United States. For the purposes of this restriction, "small-cap U.S. issuers" have public stock market capitalizations of companies constituting the Russell 2000(R) Index. It may also invest in fixed income securities that are considered to be cash equivalents.

Composition (% of Assets) as of 07/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
U.S. Stocks	99.48	Non-U.S. Stocks	0.52	Total Inv Exp Net %	1.47		2/90 day period	
				Contractual Cap Expiration Date	N/A			
				Waiver Expiration Date	02/28/2021			
				Total Inv Exp Gross %	1.55			
				Total Inv Exp Gross Per \$1,000 Invested	\$15.50			
				Redemption Fee	-			

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,3,7,11,24,F	-11.70	-11.37	4.21	5.90	8.88	9.88	30.28	7.88	12.04	11.00	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 %	1.52		1/30 day period	
				Contractual Cap Expiration Date	02/28/2021			
				Waiver Expiration Date	N/A			
				Total Inv Exp Gross %	1.52			
				Total Inv Exp Gross Per \$1,000 Invested	\$15.20			
				Redemption Fee	-			

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: **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	
International Emerging Markets Sep Acct A,4,24,F	0.26	11.11	-1.07	6.41	1.45	7.05	16.63	3.37	2.31	7.26	1/1995
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 option normally invests the majority of assets in equities of companies in emerging market countries. It invests in securities of companies with their principal place of business or principal office in emerging market countries; companies for which the principal securities trade in an emerging market; or companies, regardless of where their securities are traded, that derive 50% of their total revenue from either goods or services produced in emerging market countries. The fund 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	99.04	Cash	0.96	Total Inv Exp Net %	1.96		1/30 day period			
				Contractual Cap Expiration Date	N/A					
				Waiver Expiration Date	N/A					
				Total Inv Exp Gross %	1.96					
				Total Inv Exp Gross Per \$1,000 Invested	\$19.60					
				Redemption Fee	-					

Investment Category: **Europe Stock**

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)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
Invesco European Growth R Fund 4,20,G	-10.70	-3.18	-2.40	2.69	4.88	7.18	24.15	5.19	6.65	8.19	6/2002
Benchmark: MSCI Europe NDTR D Index	-8.85	-0.79	-0.61	4.24	4.26	-	23.77	5.06	5.17	-	-

Description: The investment seeks long-term growth of capital. The fund invests at least 80% of its net assets (plus any borrowings for investment purposes) in securities of European issuers, and in derivatives and other instruments that have economic characteristics similar to such securities. It invests primarily in equity securities and depositary receipts. The fund may invest in the securities of issuers of all capitalization sizes and may invest a significant amount of its net assets in the securities of small- and mid-capitalization issuers.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period			
Non-U.S. Stocks	90.06	Cash	7.77	Total Inv Exp Net %	1.61		1/30 day period			
U.S. Stocks	2.17			Contractual Cap Expiration Date	N/A					
				Waiver Expiration Date	06/30/2021					
				Total Inv Exp Gross %	1.62					
				Total Inv Exp Gross Per \$1,000 Invested	\$16.20					
				Redemption Fee	-					

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 Value**Inv Manager or Sub-Advisor: **T. Rowe Price Associates, 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	
T. Rowe Price International Value Equity R Fund 4,20,G	-15.76	-7.31	-5.89	0.20	1.81	5.53	20.19	2.51	3.88	6.84	9/2002
Benchmark: MSCI ACWI Ex USA Value Index	-17.60	-10.83	-5.09	2.14	1.50	-	15.71	3.65	3.64	-	-

Description: The investment seeks long-term capital growth and current income primarily through investments in non-U.S. stocks. The fund normally invests at least 80% of its net assets (including any borrowings for investment purposes) in equity securities and invests at least 65% of its total assets in non-U.S. stocks, with an emphasis on large-capitalization stocks that have a strong track record of paying dividends or that are believed to be undervalued.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
Non-U.S. Stocks	99.43	Cash	0.57	Total Inv Exp Net %	1.42		1/30 day period	
				Contractual Cap Expiration Date	N/A			
				Waiver Expiration Date	N/A			
				Total Inv Exp Gross %	1.42			
				Total Inv Exp Gross Per \$1,000 Invested	\$14.20			
				Redemption Fee	-			

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,4,24,F	-0.69	7.86	0.79	5.59	5.07	6.41	22.20	4.86	5.55	6.58	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 %	1.49		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 %	1.49			
				Total Inv Exp Gross Per \$1,000 Invested	\$14.90			
				Redemption Fee	-			

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 Growth**

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)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
Invesco International Diversified R Fund 4,E	4.16	15.31	4.88	8.83	6.52	6.34	24.39	7.11	6.93	6.38	9/2005
Benchmark: MSCI ACWI Ex USA Growth Index	7.27	17.54	7.33	10.16	6.38	-	27.34	7.30	6.24	-	-

Description: The investment seeks capital appreciation. The fund is a special type of mutual fund known as a "fund of funds" because it primarily invests in other mutual funds. Certain underlying funds may invest 100% of their assets in securities of foreign companies. Some underlying funds may invest in emerging or developing markets as well as in developed markets throughout the world. It will typically invest in a minimum of three of the underlying funds and will not invest more than 50% of its net assets in any single underlying fund.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
Non-U.S. Stocks	89.70	Cash	5.10	Total Inv Exp Net %	1.49		1/30 day period	
U.S. Stocks	4.16	Other	0.82	Contractual Cap Expiration Date	N/A			
Preferred	0.22			Waiver Expiration Date	N/A			
				Total Inv Exp Gross %	1.49			
				Total Inv Exp Gross Per \$1,000 Invested	\$14.90			
				Redemption Fee	-			

Investment Category: **Foreign Small/Mid 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	
International SmallCap Separate Account A,1,4,24,29,F	-7.51	0.65	-1.23	5.38	6.59	9.61	25.81	7.54	8.59	10.25	1/1995
Benchmark: MSCI World Ex US Small Cap Index	-4.05	6.88	1.42	7.35	6.55	-	25.41	8.17	8.04	-	-

Description: The investment seeks long-term growth of capital by investing primarily in stocks of non-US companies with relatively small capitalizations. It invests in securities of companies with their principal place of business or principal office outside the US; companies for which the principal securities market is outside the US; or companies, regardless of where their securities are traded, that derive 50% of their total revenue outside of the US. Under normal market conditions, it invests at least 80% in companies similar in size to companies included in the Citigroup Extended Market Index (EMI) World ex US.

Composition (% of Assets) as of 08/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
Non-U.S. Stocks	98.80	U.S. Stocks	0.74	Total Inv Exp Net %	1.90		1/30 day period	
Cash	0.46			Contractual Cap Expiration Date	N/A			
				Waiver Expiration Date	N/A			
				Total Inv Exp Gross %	1.90			
				Total Inv Exp Gross Per \$1,000 Invested	\$19.00			
				Redemption Fee	-			

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 Small/Mid Blend**

Inv Manager or Sub-Advisor: **Putnam Investment 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	
Putnam International Capital Opportunities A Fund ^{1,4}	-7.85	3.90	0.98	5.45	4.21	8.47	25.85	7.02	5.56	9.11	12/1995
Benchmark: MSCI World Ex USA SMID Index	-4.88	4.89	1.16	6.73	5.93	-	24.82	7.35	7.31	-	-

Description: The investment seeks long-term capital appreciation. The fund invests mainly in common stocks (growth or value stocks or both) of small and midsize companies outside the United States that the advisor believes have favorable investment potential. It invests mainly in developed countries, but may invest in emerging markets. The fund may also use derivatives, such as futures, options, certain foreign currency transactions, warrants and swap contracts, for both hedging and non-hedging purposes.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
Non-U.S. Stocks	95.30	Cash	2.64	Total Inv Exp Net %	1.50		-	
U.S. Stocks	2.06			Contractual Cap Expiration Date	N/A			
				Waiver Expiration Date	N/A			
				Total Inv Exp Gross %	1.50			
				Total Inv Exp Gross Per \$1,000 Invested	\$15.00			
				Redemption Fee	-			

Investment Category: **World Small/Mid Stock**

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 SMALLCAP World R3 Fund ^{1,4,12,20}	12.35	24.65	11.40	12.64	10.39	9.98	30.41	9.88	10.48	9.70	9/2000
Benchmark: MSCI ACWI SMID NR Index	-4.42	4.10	3.01	7.85	7.79	-	25.37	7.66	9.35	-	-

Description: The investment seeks long-term growth of capital. Normally the fund invests at least 80% of its net assets in growth-oriented common stocks and other equity-type securities (such as preferred stocks, convertible preferred stocks and convertible bonds) of companies with small market capitalizations. Under normal circumstances, the fund will invest a significant portion of its assets outside the United States, including in emerging markets.

Composition (% of Assets) as of 06/30/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
Non-U.S. Stocks	46.71	U.S. Stocks	46.53	Total Inv Exp Net %	1.33		-	
Cash	5.77	Preferred	0.74	Contractual Cap Expiration Date	N/A			
Other	0.24	U.S. Bonds	0.01	Waiver Expiration Date	N/A			
				Total Inv Exp Gross %	1.33			
				Total Inv Exp Gross Per \$1,000 Invested	\$13.30			
				Redemption Fee	-			

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 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.
- 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 Small-cap and mid-cap stocks may have additional risks, including greater price volatility.
- ¹⁵ 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 Fixed-income and asset allocation investment options that invest in mortgage securities are subject to increased risk due to real estate exposure.
- ¹⁷ 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.
- ¹⁸ 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.
- ¹⁹ 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.
- ²⁰ 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.
- ²¹ 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.
- ²² 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.
- ²³ International and global investing involves greater risks such as currency fluctuations, political/social instability and differing accounting standards.
- ²⁴ 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.
- ²⁵ Investment manager/sub-advisor means either the Investment Advisor or Sub-Advisor to the investment option or the underlying asset(s).

- 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. Edge Asset Management is an internal investment boutique of Principal Global Investors.
- ²⁷ 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.
- ²⁸ The Principal 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.
- ²⁹ Effective September 21, 2018, this portfolio is sub-advised by Principal Global Investors. Prior to September 21, 2018, the portfolio was sub-advised by DFA and Principal Global Investors. 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 This Separate Account invests solely in the Principal LifeTime 2065 Inst Fund. Performance results and investment expenses shown prior to December 29, 2017 are of the mutual fund only, adjusted for the fees and expenses of the rate level displayed, because the Separate Account was not available. Any 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.
- 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.
- ^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.

- 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.

S&P Target Date 2055 Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

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.

S&P Target Date 2050 Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

S&P Target Date 2045 Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

Russell 2000 Index consists of the smallest 2000 companies in the Russell 3000 Index, representing approximately 10% of the Russell 3000 total market capitalization.

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.

S&P Target Date 2040 Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

S&P Target Date 2035 Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

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.

S&P Target Date 2030 Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

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.

MSCI World Ex US Small Cap Index is a free float-adjusted market capitalization weighted index that is designed to measure the equity market performance of developed markets. It offers an exhaustive representation of the Small Cap segment by targeting companies that are in the Investable Market Index but not in the Standard Index in a particular market.

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.

S&P Target Date 2025 Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

S&P Target Date 2020 Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

Bloomberg Barclays Aggregate Bond Index represents securities that are domestic, taxable, and dollar denominated. The index covers the U.S. investment grade fixed rate bond market, with index components for government and corporate securities, mortgage pass-through securities, and asset-backed securities. These major sectors are subdivided into more specific indices that are calculated and reported on a regular basis.

Morningstar Moderately Conservative Target Risk Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in a static allocation appropriate for U.S. investors who seek a slightly below-average exposure to equity market risk and returns.

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.

S&P Target Date 2015 Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

S&P Target Date 2060 Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

S&P Target Date 2010 Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

S&P Target Date Retirement Income Index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date.

Russell 1000 Index consists of the 1000 largest companies within the Russell 3000 index. Also known as the Market-Oriented Index, because it represents the group of stocks from which most active money managers choose.

MCSI ACWI Ex USA Growth Index captures large and mid-cap securities exhibiting overall growth style characteristics across 22 Developed Markets countries and 23 Emerging Markets countries.

MSCI Europe NDTR D Index is listed for Europe stock funds. This index measures the performance of stock markets in Austria, Belgium, Denmark, Finland, France, Germany, Italy, the Netherlands, Norway, Spain, Sweden, Switzerland, Ireland, Portugal, and the United Kingdom.

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 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.

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.

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.

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

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

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