The Hy-Vee and Affiliates 401(k) Plan

ENROLLMENT BOOKLET

YOU'VE EARNED A GREAT EMPLOYEE BENEFIT

FOR MORE INFORMATION

principal.com | 800-547-7754

IF YOU HAVE ADDITIONAL QUESTIONS, PLEASE CONTACT:

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It's more important than ever to save for retirement. Social Security benefits aren't likely to provide you with sufficient income when you stop working. That's where **The Hy-Vee and Affiliates 401(k) Plan** comes in. It can help you save some of the extra funds you'll need. It can also provide additional benefits that you don't get from some other accounts, such as reducing your current taxable income.

Once you're enrolled, you will have access to your Retirement Wellness Score at **principal.com**.

Your Retirement Wellness Score represents an estimate of the percentage of pre-retirement income you may be able to replace when you retire – and it's personalized to you.

WE WANT TO HELP YOU SAVE FOR RETIREMENT

For every $1.00 you save in the Plan, Hy-Vee will contribute $.50 (up to 7% of your eligible pay.)

Contributing at least 7% can help take full advantage of the match.

Please review the Plan's Qualified Default Investment Alternative (QDIA) notice in this workbook for complete details.

CONGRATULATIONS!

It's important to start saving for retirement as early as you can.

We help make it easier by automatically enrolling you in The **Hy-Vee and Affiliates 401(k) Plan** 45 days after your hire date at a contribution rate of 3%. See page 3 for more details.

If you want to start saving sooner, make another election or are not eligible for automatic enrollment, visit **principal.com/welcome** to start now!

PLANNING FOR RETIREMENT DOESN'T HAVE TO BE COMPLICATED

Set up your account to stay on track with your retirement savings goals. And since your life is busy enough, we've made getting to your account simple and convenient. Use these resources to access your account when and how you want.

ONLINE

FIRST-TIME USERS

GO TO PRINCIPAL.COM/WELCOME

- Select **Get Started**
- Enter your first name, last name, date of birth, mobile phone number (this is the quickest way to verify your identity), and your ID number (this is either your Social Security number or a specific ID provided by your employer) or ZIP code
- Agree to do business electronically and click **Continue**
- If you don't provide your mobile phone number, you'll need to answer a few personal questions as an alternative way to confirm it's really you
- Create a **unique username**, set a secure **password** and add your **email address**
- Select and answer **three security questions** to use if you need to call us
- You now have access to your online account, and you'll get a confirmation email within a few minutes
- The first time you log in, you'll need to choose where we send you **verification codes** (text message, voice call, or authentication app) and how often you want to use them

ONGOING ACCOUNT ACCESS

GO TO PRINCIPAL.COM

- Select **Log In**
- Enter your **username** and **password** (click **Forgot Username or Forgot Password** if you need to reset) and click **Log in**
- If you're logging in from a new device, resetting your username or password, or you've opted to use verification codes every time you log in, you'll receive a security code via text message, voice call, or authentication app
- Enter the security code and click **Verify**

QUESTIONS?
Having trouble setting up your login? Call Principal® at **800-986-3343**.

STAY UP TO DATE!
Keeping your email address current helps you stay in the know with communications tailored to you.

- Click on **The Hy-Vee and Affiliates 401(k) Plan.** Use the tabs at the top of the page to navigate the website.

PLAN BASICS — UNDERSTANDING THE HY-VEE AND AFFILIATES 401(K) PLAN

AUTOMATIC ENROLLMENT

If you are a new or rehired full-time or regular-time employee, part-time employee age 25 or older, or an employee promoted to full-time or regular-time, you will be **automatically enrolled to contribute 3%** of your eligible pay. You will be **automatically enrolled 45 days after your hire or rehire date** with Hy-Vee or a Hy-Vee Affiliate unless you make an alternate election. Please review the Plan's Qualified Default Investment Alternative (QDIA) notice located in this workbook.

Hy-Vee or a Hy-Vee Affiliate will deduct **3% of your eligible pay (including any bonus) pre-tax each pay period and increase your salary deferral percentage by 2%** each year until you reach **10%**. You are encouraged to explore the investment options within the Plan. Your contributions will default into the Plan's QDIA unless you make another investment election.

If you do not wish to be automatically enrolled, visit **principal.com/welcome** or call 800-547-7754. You must do so during the first 45 days of employment, otherwise you will be automatically enrolled. Salary deferral changes can generally be made at any time.

ELIGIBILITY

To be eligible to participate in The Hy-Vee and Affiliates 401(k) Plan, you must be at least 19 years old. To receive matching contributions from Hy-Vee, you must also be employed on the last day of the fiscal year.

Whether or not you qualify for an employer matching contribution, you may still participate in the Plan on a voluntary basis. Contributions must be made through payroll deduction.

The legal plan document governs the employer's plan. If any discrepancies, the legal plan document will govern. Contact Hy-Vee if you would like more details regarding applicable retirement plan provisions.

COMPOUND EARNINGS

Over time, contributions inside the retirement savings plan may grow because earnings are reinvested. Earnings can be generated on both your original contributions and the reinvested earnings. Generally, the longer retirement savings remain in the Plan, the greater the compounding effect.

LOOK AT THIS EXAMPLE >>

HOW IT WORKS

	7% CONTRIBUTION	NO CONTRIBUTION
Biweekly Pay	**$1,346.15**	**$1,346.15**
Contribution	**$94.23**	**$0**
Taxable Income	**$1,251.92**	**$1,346.15**
Taxes (assuming 25% tax bracket)	**$312.98**	**$336.54**
Take-home Pay	**$938.94**	**$1,009.61**
TAX SAVINGS	**$23.56**	

Withdrawals prior to age 59½ may be subject to income tax including a 10% tax penalty and redemption costs.

This chart assumes tax withholding of 25%. Individual taxpayer circumstances may vary. This is for illustrative purposes only.

The $94.23 contribution only reduced the pay by **$70.67** ($1,009.61 - $938.94 = $70.67).

BENEFIT OF TAX-DEFERRED SAVINGS

A retirement savings plan both helps to potentially build savings for your future and reduce your taxable income. This is because pre-tax contributions to a retirement plan are generally not subject to federal income tax until they are withdrawn.

You also defer taxation on any earnings from the pre-tax contributions held inside the Plan until they are taken out. This can help retirement savings grow faster. Plus, making pre-tax contributions to the Plan can reduce your current taxable income for the year.

WHY TIME IS MONEY

It's important to start saving for retirement now. Consider the case of Diane and David, each age 35, who both earn a starting salary of $35,000 and hope to retire at age 65.

DIANE

Diane gets off to an early start and begins to contribute 7% of her pay per year right away.

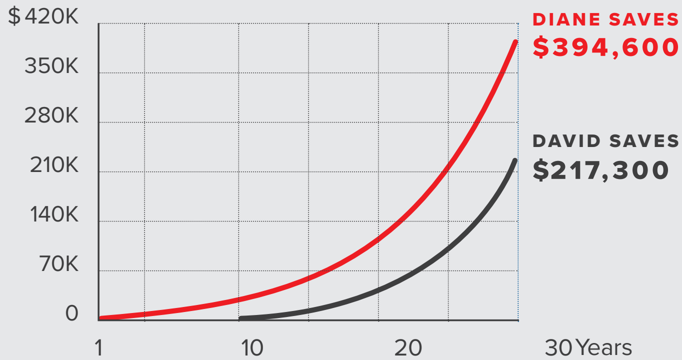
Diane contributions = $107,600
Employer contributions = $ 53,800
Total contributions = $161,400

DAVID

David doesn't start saving 7% of his pay until he has been employed for 10 years.

David contributions = $ 80,100
Employer contributions = $ 40,100
Total contributions = $120,200

POTENTIAL SAVINGS IN 30 YEARS



By starting 10 years earlier, Diane's retirement savings can end up being more than double those of David.

This chart assumes a 2.5% annual salary increase each year, a 50% employer match on up to a 7% salary contribution (providing an additional 3.5%) and a 6% annual rate of return on investment compounded biweekly. This example is for illustrative purposes only. The assumed rate of return is hypothetical and does not guarantee any future returns nor represent the return of any particular investment option. Amounts shown do not reflect the impact of taxes on pretax distributions. Individual taxpayer circumstances may vary.

AGE 50 OR ABOVE? BOOST YOUR RETIREMENT CONTRIBUTIONS

If you're age 50 or over by the end of the calendar year, you can make catch-up contributions over specified limits within the IRS Code and the retirement plan, up to a certain dollar amount. See the Plan Summary for current IRS limits.

ROTH ELECTIVE CONTRIBUTIONS

If you already have significant pre-tax retirement savings and expect your retirement income to be higher than your current income, you may benefit by making Roth Elective Contributions.

Unlike regular pre-tax retirement plan salary deferral contributions, Roth Elective Contributions are made on an after-tax basis so they may be withdrawn tax-free. Earnings on a Roth Elective Contributions account may also be withdrawn tax-free after meeting the qualified distribution requirements.*

For more information, contact Principal at 800-547-7754.

* Withdrawals are tax-free after a participant reaches 59½, disability or death and must be taken at least five years after the first Roth Elective Contribution is made.

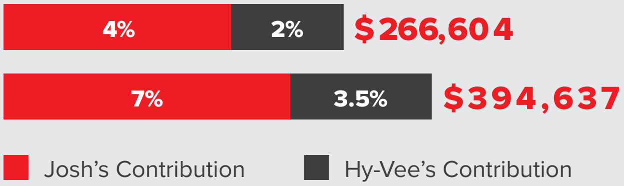
TAKE ADVANTAGE OF THE

HY-VEE MATCH

Hy-Vee will match contributions you make to The Hy-Vee and Affiliates 401(k) Plan. This can make a big difference to how fast retirement savings can grow. Plus, it's a great reason to enroll.

The impact it can have is evident in the case of Josh. Hy-Vee kicks in an additional .$50 for every dollar contribution to the Plan (up to 7% of his pay). The following graph shows the potential difference between contributing 4% or 7%.

POTENTIAL SAVINGS IN 30 YEARS



The graph assumes Josh earns a $35,000 salary with a 2.5% annual salary increase, a 6% annual rate of return, and a 50% employer match up to a 7% contribution. This example is for illustrative purposes only. The assumed rate of return in this chart is hypothetical and does not guarantee any future returns nor represent the return of any particular investment option. Amounts shown do not reflect the impact of taxes on pre-tax distributions.

Over 30 years, by contributing an extra 3% each pay period in order to receive the full Hy-Vee match, Josh could potentially end up with an additional $128,033 in retirement savings.

LESSON LEARNED:

RECEIVE THE FULL MATCH

WHERE SHOULD I START?

Go to **principal.com** and use the **Retirement Wellness Planner** to calculate the saving rate that might be right for you or use the worksheets on the next few pages.

CURRENT ANNUAL SALARY	REDUCTION IN BI-WEEKLY PAY				
	3%	5%	7%	9%	11%
$20,000	$17	$29	$40	$52	$63
$30,000	$24	$43	$61	$78	$95
$40,000	$35	$58	$81	$104	$127
$60,000	$52	$87	$121	$156	$190
$80,000	$69	$115	$162	$208	$254
$100,000	$87	$144	$202	$260	$317

Participant is paid biweekly (26 times a year). This chart assumes tax withholding of 25%. Individual taxpayer circumstances may vary. Reduced take-home pay per week is accurate for the initial year and would change based on participant's annual pay. This is for illustrative purposes only.

Unless you make another election, you may be automatically enrolled to defer 3% of your pay. When deciding the percentage of your pay you want to save, you may wish to consider the following options:

1. **The estimated impact on your take-home pay**

   A common misconception many people have is that they don't earn enough to start saving for their retirement. But the important thing to consider is to start saving at least a small percentage of your pay as soon as possible. If you can't afford to contribute as much as you'd like right away, don't worry. You can opt to increase the rate at which you save in the future. The table on the right shows some examples of how various contributions may impact a biweekly pay.

Enter the estimated percentage you can afford to save: ________ %

2. **An amount to help generate the income you'll need in retirement**

   Many people need about 80% of their preretirement income to maintain their current lifestyle after they stop working.* To calculate the percentage of your current income to help you meet this goal, **turn to the Retirement Savings Worksheet on the next page.** Then, for quick reference, record this percentage here:

Enter the estimated percentage you can afford to save: ________ %

REMINDER: If you are automatically enrolled, your deferral will be automatically increased 2% each year on October 1 until you reach a 10% deferral rate unless you take action and make another election.

Do you want to automatically increase your deferral rate at a rate other than 2% annually?

Select the Annual Increase option when enrolling — it allows you to pick a percentage by which you want your pre-tax contributions to be increased and the total number of years you want it to be automatically increased (subject to plan limits).

If at any time you wish to change the percentage you pick, or opt out of Annual Increase, you are free to do so.

Review the Plan's Qualified Default Investment Alternative notice (located in this workbook).

*Eighty percent is based on our industry experience and GAO Retirement Security Report to Congressional requestors. The estimated average total spending for post-retirement households was about 77 percent of the spending levels for pre-retirement households. GAO, 2013 CE Data; 16-242, Retirement Replacement Rates.

ARE YOU ON TRACK FOR RETIREMENT?

It may take up to 80% of your pre-retirement income or more to maintain your lifestyle in retirement.[1,2] But how much might you need to save overall to do that? We'll help you crunch the numbers to see if you're on track for reaching your retirement goals.

RETIREMENT SAVINGS WORKSHEET

Steps

1. Current annual gross income
Enter your current annual gross income — the amount you make before taxes. $________

2. Annual income with wage growth
Multiply ______ (Step 1) x ______ (Wage growth factor (See Table A)) = $________

3. Income needed during retirement.
Depending on your retirement goals, you may need 80 - 100% of your current income. Multiply **Step 2** by that percentage (for example, .85) to estimate annual retirement income.
______ (Step 2) x ______ (Percentage of current income) = $________

4. A. Income with Social Security factor.
Multiply ______ (Step 2) x ______ (Social Security factor (See Table A)) = $________

B. Income replaced by Social Security at age 65
Multiply ______ (Step 4A) x ______ (Social Security income replacement factor (See Table B, using income from Step 4A)) ÷ ______ (Social Security factor (See Table A)) = $________

C. Defined Benefit income
If you will receive income from a defined benefit pension plan, enter your estimated annual benefit. Otherwise enter 0. $________

5. Income from your savings
This is the annual income your retirement savings may need to provide in addition to Social Security and Defined Benefit income.
______ (Step 3) x ______ (Step 4A + 4C) = $________

TABLE A: WAGE GROWTH AND SOCIAL SECURITY FACTORS

Years to Retirement	Wage growth factor	Social Security factor
5	1.10	0.884
10	1.22	0.781
15	1.35	0.690
20	1.49	0.610
25	1.64	0.539
30	1.81	0.477

This table assumes annual wage growth of 3.5% and annual inflation of 2%.

TABLE B: SOCIAL SECURITY BENEFITS

Income	Social Security income replacement factor at age 65
Less than $30,000	**0.50**
$30,000 to $35,000	**0.45**
$35,000 to $55,000	**0.40**
$55,000 to $70,000	**0.35**
$70,000 to $95,000	**0.30**
$95,000 to $120,000	**0.25**
$120,000 to $155,000	**0.20**
Greater than $155,000	**0.15**

This table assumes your salary and the Social Security National Average Wage increases 3.5% annually as well as a 2.5% increase in the Social Security CPI. Benefits are reduced for commencement at age 65.

6. Retirement goal[3]
This is how much you'll need to save, based on your previous answers.

_____ x _____ = $ _____
Step 5

7. Current portfolio
Enter the total amount of current retirement investments, including savings in the retirement plan.

8. Value of current investments at retirement

_____ x _____ = $ _____
Step 7 | Growth factor (See Table C)

9. Retirement savings shortfall
This is how much you still need to accumulate before retirement.

_____ - _____ = $ _____
Step 6 | Step 8

10. Annual savings goal

_____ x _____ = $ _____
Step 6 | Step 8

11. Percentage of your pay you need to save
You may want to save this percentage of your income (including employer match) to replace 80% of your pre-retirement income at retirement.

_____ ÷ _____ = _____ x _____ = _____ %
Step 10 | Step 1

TABLE C: GROWTH FACTOR

Years to Retirement	Growth Factor
5	1.338
10	1.791
15	2.397
20	3.207
25	4.292
30	5.743

Growth Factor — assumes a 6% annual rate of return on current investments before retirement; Assumes annual inflation of 2% before retirement.

LOOKING FOR MORE INFORMATION?

Visit **principal.com** for more resources and calculators — including the Retirement Wellness Planner — to help prepare for retirement or call us at **800-547-7754.**

This worksheet is for illustrative purposes only. It is hypothetical and does not guarantee any specific returns on any investment options.

[1] Eighty percent is based on our industry experience and GAO Retirement Security Report to Congressional requestors. The estimated average total spending for post-retirement households was about 77% of the spending levels for pre-retirement households. GAO, 2013 CE Data; 16-242, Retirement Replacement Rates.

[2] The retirement balance (potential future value) assumes a 6% annual rate of return on the savings. The assumed rate of return in this chart is hypothetical and does not guarantee any future returns nor represent the returns of any particular investment. Estimated monthly income is based on a 4.5% annual distribution of the retirement balance at age 65 and is discounted to reflect today's value using a 2% inflation assumption (potential future purchasing power today). Individual taxpayer circumstances may vary.

[3] Assumes a 4.5% withdrawal rate adjusted annually for inflation in retirement.

UNDERSTAND THE INVESTMENT OPTIONS

It's easier than you think! In this section, you will be provided with the information you need to help elect investment options that are available through The Hy-Vee and Affiliates 401(k) Plan.

Before electing specific investment options, it's important to understand how The Hy-Vee and Affiliates 401(k) Plan works. A portion of the company match Hy-Vee contributes on behalf of participants is automatically invested in Hy-Vee stock, which allows all eligible participants to share in the ownership of the company. The remainder of the company contribution will be contributed in the investment options chosen by the participant for employer matching contributions.

EMPLOYEE CONTRIBUTIONS

Employee elected investment options

HY-VEE MATCH

The Hy-Vee Stock Fund Account

Employee elected investment options

WHAT'S YOUR INVESTMENT STYLE?

To be eligible to participate in The Hy-Vee and Affiliates 401(k) Plan, you must be at least 19 years old. To receive matching contributions from Hy-Vee, you must also be employed on the last day of the fiscal year.

Whether or not you qualify for an employer matching contribution, you may still participate in the Plan on a voluntary basis. Contributions must be made through payroll deduction.

Consider how actively involved you want to be when it comes to managing the asset allocation of the retirement savings account.

If you're new to investing or unfamiliar with investing concepts, you can opt for one of the Plan's Pre-built investment portfolios that will provide asset allocation assistance.

Or, if you prefer to elect and monitor your own investment option elections, The Hy-Vee and Affiliates 401(k) Plan enables you to do this. It provides you with a wide range of investment options from which to choose.[1]

PRE-BUILT PORTFOLIOS	BUILD MY OWN PORTFOLIO
• You may want a faster way to start saving now • You're not comfortable with investment concepts • You want asset allocation assistance	• You prefer to build your own portfolio • You like to take control of your investment decisions • You have a good understanding of investment topics • You enjoy monitoring your own investment options
If above sounds most like you, select one of the **Principal LifeTime Collective Investment Trusts** when enrolling.[2]	If above sounds most like you, visit **principal.com/investorquiz** to get a more detailed review of your investment style. The quiz can help you choose a strategy suited to your personal situation. You then have the freedom to select from a wide range of investment options available in the Plan.[3]

If you don't elect an investment option, contributions will default to the age applicable Principal LifeTime Collective Investment Trusts, the Plan's Qualified Default Investment Alternative (QDIA) selected by Hy-Vee.

Uncertain about which investment options to choose? **Which of the following sounds most like you?**

If you're age 50 or over by the end of the calendar year, you can make catch-up contributions over specified limits within the IRS Code and the retirement plan, up to a certain dollar amount. See the Plan Summary for current IRS limits.

[1] The Investment Option Summary in this workbook has details about all of your investment options.

[2] See the Investment Option Summary and Qualified Default Investment Alternative Notice for detailed information on the investment option Hy-Vee has elected for the Plan's default investment option.

[3] Please keep in mind that this information is a guideline and for educational purposes only. It isn't intended to tell you how to invest.

PRE-BUILT PORTFOLIOS

Making investment decisions can be complicated and time consuming. If you are the type of investor who prefers to have assistance with asset allocation decisions, The Hy-Vee and Affiliates 401(k) Plan offers the Principal LifeTime Collective Investment Trusts (CITs). Princial LifeTime CITs offer an investment option that is diversified, professionally managed and automatically rebalanced — meaning you can streamline your involvement in managing your investments if you so choose.

FEATURES OF THE PRINCIPAL LIFETIME CITS:

- **Managed toward a particular target (retirement) date,** or the approximate date an investor starts withdrawing money.
- **Regularly re-adjusted asset allocation** within a time frame that extends 15 years beyond the target date.
- An investment mix that **becomes more conservative as the portfolio approaches its target date** by reducing exposure to typically more aggressive investment options.
- Managed with the assumption that money **will be withdrawn gradually** during retirement.
- **Investment risk remains at all times**. Neither the principal nor the underlying assets of the Principal LifeTime CITs are guaranteed at any time, including the target date.

BUILD MY OWN PORTFOLIO

CHOOSE YOUR OWN ASSET ALLOCATION

The Hy-Vee and Affiliates 401(k) Plan enables you to control your own investment option elections. The Investment Option Summary found in this workbook gives a complete listing of the assets classes and investment options available within the Plan. This section can provide some helpful background to get you started.

First, it's important to have a solid understanding of the key principles of investing. Among the most important concepts are risk, asset allocation and diversification. Here is a review of these principles with several asset allocation models to consider.

RISK

The first basic concept of investment decisions is risk. You should consider the following types of risk:

Investment risk, also called volatility, is the chance you take on how much an investment option will go up or down in value, especially over shorter periods of time. Every investment option involves some risk. While past performance is no guarantee of future results, greater returns have historically come from higher-risk investment options. On the other hand, lower-risk options generally produce lower rates of return.

Inflation risk is the risk that retirement savings may not keep up with the rate of inflation. This means over time, the same amount of retirement funds will purchase less in the future.

CHOOSE YOUR OWN ASSET ALLOCATION

Asset allocation is the practice of having a mix of various investment options among different asset classes within an investment portfolio. The majority of the investment options in The Hy-Vee and Affiliates 401(k) Plan fall into five asset classes that range from lower-risk to higher-risk: Short-Term Fixed Income, Fixed Income, Large U.S. Equity, Small/Mid U.S. Equity and International Equity. Generally, asset classes with lower levels of risk usually offer a lower potential for growth. Meanwhile, asset classes with higher levels of risk typically offer more potential for growth.

These characteristics — potential risk and return — are taken into account when planning an appropriate asset allocation for individual investors. Through asset allocation, you generally can achieve an overall level of risk with which you are comfortable. That's because of diversification, one of the most important investment strategies. It's important to note that no investment strategy, such as asset allocation or diversification, can guarantee a profit or protect against loss in periods of declining values.

Generally, asset classes with lower levels of risk usually offer a lower potential for growth. Meanwhile, asset classes with higher levels of risk typically offer more potential for growth.

HIGHER RISK/RETURN

- INTERNATIONAL EQUITY
- SMALL/MID U.S. EQUITY
- LARGE U.S. EQUITY
- FIXED INCOME
- SHORT-TERM FIXED INCOME

LOWER RISK/RETURN

Asset allocation and diversification do not ensure a profit or protect against a loss.

DIVERSIFICATION

Diversification simply means spreading retirement plan contributions across different asset categories. With proper diversification, you may be able to get a return that will help you meet your goals while reducing potential risk.

Each type of investment option or asset class has its own risk and performance characteristics. Short-Term Fixed Income investment options typically are the least risky and may have lower long-term returns. International Equity and Small/Mid U.S. Equity investment options generally are considered riskier and may yield higher returns. Large U.S. Equity and Fixed Income investment options generally are in the middle of this range.

Having a mix of investment options from a variety of asset classes can help you achieve your desired level of diversification. It's important to note: 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. Also, spreading your contributions around helps minimize the potential risk that a single investment option might decrease the total value of the retirement plan account.

ACTIVE VS. PASSIVE INVESTMENT MANAGEMENT

Active management is simply an attempt to "beat" the market as measured by a particular benchmark or index. The S&P 500 Index is an example of an index that gauges the performance of the large-cap U.S. stock market.

Prevailing market trends, the economy, political and other current events, and company-specific factors (such as earnings growth) all affect an active manager's decisions. The aim of active fund management — after fees are paid — is to outperform the index for a particular fund (not to mention other fund managers they may be competing against).

Passive management is more commonly called indexing. Indexing is an investment management approach based on investing in exactly the same securities, in the same proportions, as an index. The management style is considered passive because portfolio managers don't make decisions about which securities to buy and sell; they simply copy the index by purchasing the same securities included in a particular stock or bond market index.

ACTIVE VS. PASSIVE— WHICH INVESTMENT APPROACH IS BETTER?

Proponents of each believe their approach is the right one, the one that has the potential to generate the greatest amount of return over the long term.

Active Management	Passive Management
Advantages	
• Expert analysis — Seasoned money managers make informed decisions based on experience, judgement and prevailing market trends. • Possibility of higher-than-index returns —Managers aim to beat the performance of the index. • Defensive measures — Managers can make changes within an investment's parameters if they believe the market may take a downturn.	• Lower fees and operating expenses. • There is no decision making required by the manager.
Disadvantages	
• Higher fees and operating expenses. • Mistakes may happen — There is always the risk that managers may make choices on behalf of an investment option which could reduce returns for investors. • Style issues may interfere with performance — At any given time, a manager's style may be in or out of favor with the market, which could reduce returns.	• Performance dictated by index — Investors must be satisfied with a selected index and its returns because that is the best any index investment option can do. • Lack of control — Managers cannot take action. Index fund managers are usually prohibited from using defensive measures, such as moving out of an index's specific stocks, if the manager thinks specific stock prices are going to decline.

Investment options available within the Plan

Active Management	Passive Management
• American Funds New World Fund	• LargeCap S&P 500 Index Separate Account
• ClearBridge LargeCap Growth CIT Class	• MidCap S&P 400 Index Separate Account
• Core Plus Bond Separate Account	• SmallCap S&P 600 Index Separate Account
• International I Separate Account	• Vanguard Developed Markets Index Admiral Fund
• DFA US Large Cap Value I Fund	• Vanguard Emerging Markets Stock Index Admiral Fund
• MidCap Separate Account	• Vanguard Intermediate-Term Bond Index Institutional Fund
• MidCap Value I Separate Account	
• Principal LifeTime CITs (Strategic Income, 2010, 2015, 2020, 2025, 2030, 2035, 2040, 2045, 2050, 2055, 2060, & 2065)	
• Principal Stable Value Fund	
• SmallCap Growth I Separate Account	
• SmallCap Value II Separate Account	
• U.S. Property Separate Account	
• Vanguard Inflation-Protected Securities Admiral Fund	

READY TO SELECT INVESTMENT OPTIONS?

Start by taking the **Investor Profile Quiz** online at **principal.com/investorquiz.**

The quiz will create an investor profile you can use as a guideline to help choose investments from the Plan's line up. But keep in mind that this information is just a guideline and for educational purposes only—it isn't intended to tell you how to invest. You should also consider other assets and any anticipated needs when directing your plan contributions.

Please see the Investment Option Summary, offering document or go to **principal.com** to obtain the investment option's full name.

BENEFIT FROM ONGOING SUPPORT FROM PRINCIPAL®

SIMPLIFY YOUR LIFE

Do you have more than one retirement savings account? Or have you recently changed jobs and aren't sure of your options? Cut through the confusion of multiple accounts and piles of paperwork. Ask a retirement specialist from Principal at 800-547-7754 how you can save time and possibly money by consolidating qualified retirement funds into one account.

COMPREHENSIVE ACCOUNT STATEMENTS

Electronic statements are available quarterly at principal.com. These statements provide you with a clear snapshot of the savings balance, account activity and investment option performance. They make it easy for you to monitor the account contributions and help you make sure you are on track to meet your future retirement savings goals.

INSPIRATION AND TOOLS

There's a lot to think about when it comes to finances. But with the right knowledge, you can live well today and plan well for tomorrow. Principal® Milestones has tools and resources to help you prioritize and make more informed financial decisions.
Get started at **principal.com/milestones**.

Principal.com is best viewed in Google Chrome.

Carefully consider the Fund's objectives, risks, charges, and expenses. Contact your financial professional or visit principal.com for a prospectus, or summary prospectus if available, containing this and other information. Please read it carefully before investing.

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