

The retirement plan includes an automatic contribution arrangement. Please refer to the notice provided to you by your plan sponsor for details.

My Personal Information *(please print with black ink)*

Name (Last)	(First)	(MI)	Phone Number
_____	_____	_____	(____) _____ - _____
Street Address			Email Address
_____			_____
City	State	Zip	Country
_____	_____	_____	_____
Social Security Number		Date of Birth	Gender
_____		____/____/____	<input type="checkbox"/> Male <input type="checkbox"/> Female
Expected Retirement Age		Original Date of Employment	Marital Status
_____		____/____/____	<input type="checkbox"/> Single <input type="checkbox"/> Married
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 the Principal Financial Group, unless otherwise elected. We will not provide your email to third parties. For more information, see your privacy policy at principal.com.

Rollover Funds

YES! Tell me how The Principal can help me roll over retirement savings from a previous employer's retirement plan. Please call me at (____) _____ - _____ to discuss my options. The best time to call is _____ a.m. - _____ p.m. My estimated
To learn about rollover opportunities now, call The Principal at 1-800-547-7754, Monday – Friday, 7 a.m. - 9 p.m. CT.

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

- Enroll me!** *(pick one)*
- I elect to contribute 5.0% of my current and future pay per pay period. *(My employer's suggested contribution. Contribution election applies to regular pay and any bonus pay.)*
 - I elect to contribute _____% (0% to 100%) or \$_____ of my current and future pay per pay period.
 - I am already enrolled, but I want to change my contribution to _____% (0% to 100%) or \$_____ of my current and future pay per pay period.
 - I choose not to contribute to the retirement plan at this time.

My Contributions

Principal Step Ahead Retirement OptionSM

(optional, but may help you stay on track; only applies to pre-tax, non-Roth contributions)

In addition to electing a contribution rate, I would also like to automatically increase my contribution amount each year with Principal Step Ahead. I may opt out or change the percentage increase at any time

Step Ahead my salary deferral contribution by _____% each year for the next _____ years effective on the annual increase date of 07/01 each year.

2 My Investment Choices

Please elect **ONE OF THE TWO CHOICES** by checking the box(es) and completing the applicable information for the 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: RetireView[®] Populated Models

- I agree to the RetireView Terms & Conditions following this form. Direct my contributions according to the choice I elect, and rebalance my account on a quarterly basis.
 - ▶ Be sure to write your Expected Retirement Age within the My Personal Information section of this form.
 - ▶ Take the Investor Profile Quiz within this workbook; your Risk Tolerance Score may help you when reviewing the following tables.
 - ▶ Please choose **ONE RetireView Populated Model**. *(RetireView asset allocation models are effective 05/15/2012. Please refer to the RetireView Populated Models document for more information.)*

I choose a risk tolerance to automatically adjust based on my Years to Retirement.

You may choose a risk tolerance below based on your Investor Profile Quiz results, or choose a different one from the list. The model will:

- Include an automatic age adjustment. The risk tolerance adjusts to a more conservative model within the risk tolerance as you get closer to retirement.
- Rebalance quarterly.

Risk Tolerance Score and Risk Tolerances

- 0 to 17** Conservative (C)
- 18 to 41** Moderate Conservative (MC)
- 42 to 62** Moderate (M)
- 63 to 83** Moderate Aggressive (MA)
- 84 to 100** Aggressive (A)

OR

I do not want the model to automatically adjust based on my Years to Retirement.

Choose a model below based on your Risk Tolerance Score and Years to Retirement. The model will:

- Rebalance quarterly.

Risk Tolerance Score	Years to Retirement			
	0-5 years	6-10 years	11-15 years	16+ years
0 to 17	<input type="checkbox"/> C1	<input type="checkbox"/> C2	<input type="checkbox"/> C3	<input type="checkbox"/> C4
18 to 41	<input type="checkbox"/> MC1	<input type="checkbox"/> MC2	<input type="checkbox"/> MC3	<input type="checkbox"/> MC4
42 to 62	<input type="checkbox"/> M1	<input type="checkbox"/> M2	<input type="checkbox"/> M3	<input type="checkbox"/> M4
63 to 83	<input type="checkbox"/> MA1	<input type="checkbox"/> MA2	<input type="checkbox"/> MA3	<input type="checkbox"/> MA4
84 to 100	<input type="checkbox"/> A1	<input type="checkbox"/> A2	<input type="checkbox"/> A3	<input type="checkbox"/> A4

► **More choices with RetireView.** All future contributions to this account will be directed to the RetireView asset allocation model you choose unless you also want to allocate some retirement funds differently. Please log in to principal.com, or call 1-800-547-7754 for additional information about investment and rebalancing choices.

► If you've completed this section, move ahead to **My Signature!**

CHOICE B: Choose your own asset allocation

I elect the following investment options (enter percentages below.)
 (Please refer to the Investment Option Summary for more information.)

	NEW CONTRIBUTIONS
Short-Term Fixed Income	
Guaranteed Interest Accounts/Investments (Choose up to 1)	
Fixed Income Guaranteed Option	_____ %
Fixed Income	
JP Morgan Investment Mgmt Inc.	
JP Morgan Core Bond A Fund	_____ %
MFS Investment Management	
MFS Government Securities R3 Fund	_____ %
Neuberger Berman Mgmt. Inc.	
Neuberger Berman High Income Bond A Fund	_____ %
Balanced/Asset Allocation	
BlackRock Advisors, LLC	
BlackRock Global Allocation Inv A Fund	_____ %
Large U.S. Equity	
Principal Global Investors	
LargeCap S&P 500 Index R5 Fund	_____ %
T. Rowe Price Associates, Inc.	
T. Rowe Price Equity Income R Fund	_____ %
T. Rowe Price/Brown Advisory	
LargeCap Growth I R5 Fund	_____ %
Small/Mid U.S. Equity	
American Century Inv. Mgmt.	
American Century Mid-Cap Value A Fund	_____ %
Eagle Asset Management	
Eagle Mid Cap Growth A Fund	_____ %
Eagle Small Cap Growth A Fund	_____ %
Fidelity Management & Research	
Fidelity Advisor Small Cap Value T Fund	_____ %
Lord Abbett & Co, LLC	
Lord Abbett Value Opportunities R3 Fund	_____ %

My Investment Choices

NEW
CONTRIBUTIONS

Principal Global Investors

SmallCap S&P 600 Index R5 Fund

_____%

Principal Real Estate Inv

Real Estate Securities R5 Fund

_____%

International Equity

Capital Research and Mgmt Co

American Funds New Perspective R3 Fund

_____%

MFS Investment Management

MFS International Value R3 Fund

_____%

OppenheimerFunds, Inc.

Oppenheimer Developing Markets A Fund

_____%

Other

Franklin Advisers, Inc

Franklin Utilities R Fund

_____%

TOTAL of all lines:

100 %

Your investment election will be effective when it is received in the Corporate Center of The 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 option(s).

▶ *If you've completed this section, move ahead to **My Signature!***

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 The Principal immediately.

Signature

Date

X _____ / ____ / ____

Be sure you have completed all 3 STEPS.

