

The Sibley Memorial Hospital 401(k) Plan (the Plan) offered by SIBLEY MEMORIAL HOSPITAL has fees associated with the services and resources provided by the Plan. This notice contains information about the fees, expenses, investment options and restrictions for the Plan. Log on to principal.com or call us at 800.547.7754 to make changes to your account or request additional information.

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. The Plan Fiduciary makes certain investment options available to you under the Plan. To help you make informed investment choices and for more information about the investment options (including investment objectives, performance and fees) available under the Plan, please review the attached Investment Option Summary or visit principal.com. You are responsible for directing the retirement funds to the options available in the Plan and can make changes to your mix by logging into your account at principal.com.

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:

SIBLEY MEMORIAL HOSPITAL
5255 LOUGHBORO ROAD N.W.
WASHINGTON, DC 20016
202-537-4028

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 applicable investment options
- Copies of any financial statements or reports, such as statements of additional information and shareholder reports, and of any other similar materials relating to the Plan's designated investment options
- A statement of the value of a share or unit of each designated investment option and the date of the valuation
- A list of the assets comprising the portfolio of each investment option which constitute Plan assets and the value of each asset (or the proportion of the investment which it comprises)
- The following information about each investment option (including fixed-return investment options) available under the Plan: issuer name, investment objective, principal strategies and risks, turnover rate, performance, and fee and expense information
- To the extent a group annuity contract under the Plan permits you to select an annuity guaranteed by an insurance company, a statement that the guarantee provided by the insurance company is subject to its long-term financial strength and claims-paying ability
- 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

ERISA Section 404(c) — The Employee Retirement Income Security Act (ERISA) provides rules on the investment of retirement funds. SIBLEY MEMORIAL HOSPITAL 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. Additionally, you may direct the investment of individual retirement accounts, choose from at least three diverse investment options, and 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.

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

Fees and expenses+ — To cover items such as recordkeeping, participant website access, participant statements, Plan compliance services and financial professional services, the following annual Plan administrative expense(s) will be calculated and applied to your account balance each Frequency period.

Annual Plan administrative expense	Frequency
0.1% of your account balance	One twelfth is deducted monthly.

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

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.

- + 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.

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:** \$40.00
- **Loan maintenance fee for new loans:** \$10.00 per quarter
- **Fee for overnight mailing a check:** \$20.00

Insurance products and plan administrative services provided through Principal Life Insurance Company[®]. Securities offered through Principal Securities, Inc., [member SIPC](#) and/or independent broker-dealers. Referenced companies 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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This document provides important information to help you compare the investment options available to you under the retirement plan.

Investment results shown represent historical performance and do not guarantee future results. Investment returns and principal values fluctuate with changes in interest rates and other market conditions so the value, when redeemed, may be worth more or less than original costs. Current performance may be lower or higher than the performance data shown.

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

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

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

In situations where the net and gross total investment expense figures are different, the mutual fund or the underlying fund in which a Separate Account invests has waived/capped a portion of its management fees through the date displayed in the waiver expiration date or contractual cap expiration date column. Differences may also be shown due to the fund family choosing to pay certain expenses that would normally be payable by the fund. Returns displayed are based on total investment expense net.

Total Investment Expense - Gross is the current maximum expense ratio, as a percentage of assets that can be applied to this investment option. This does not represent the recordkeeping or individual transactional fees that can be deducted from or reduce the earnings for an investment under your account. However, it does include operating expenses, management fees, including 12b-1 fees, and administrative fees.

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

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

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

Asset Class: Short-Term Fixed Income		Investment Category: Stable Value				Inv Manager or Sub-Advisor: Galliard Capital Management			
Investment Option Name: Galliard Stable Return PN Fund ^{10,16}		Average Annual Total Return as of 09/30/2023 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		0.69	1.95	2.52	2.04	2.13	1.91	4.89	10/1985
Benchmark: Bloomberg US Government 1-3 Year Index		0.72	1.72	2.47	-0.90	1.04	0.80	-	-
Description: "The Fund seeks safety of principal and consistency of returns while attempting to maintain minimal volatility. The Fund is designed for investors seeking more income than money market funds without the price fluctuation of stock or bond funds."									
Fees & Expenses		Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
		Gross %/ Per \$1,000	Net %						
		0.37/\$3.70	0.37	-	0.00	-	N/A	N/A	
Composition (% of Assets) as of 06/30/2023		Other	Cash						
		97.34	2.66						

Asset Class: Fixed Income		Investment Category: Intermediate Core-Plus Bond				Inv Manager or Sub-Advisor: Metropolitan Management			
Investment Option Name: Metropolitan West Total Return Bond I Fund ^{7,9,10}		Average Annual Total Return as of 09/30/2023 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		-3.58	-1.36	0.35	-5.61	0.09	1.16	4.54	3/2000
Benchmark: Bloomberg US Universal Index		-2.88	-0.62	1.61	-4.68	0.34	1.43	-	-
Description: The investment seeks to maximize long-term total return. The fund pursues its objective by investing, under normal circumstances, at least 80% of its net assets in investment grade fixed income securities or unrated securities determined by the Adviser to be of comparable quality. Up to 20% of the fund's net assets may be invested in securities rated below investment grade or unrated securities determined by the Adviser to be of comparable quality. The fund also invests at least 80% of its net assets, plus any borrowings for investment purposes in fixed income securities it regards as bonds.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
		Gross %/ Per \$1,000	Net %						
		0.45/\$4.50	0.45	-	0.10	-	N/A	N/A	
Composition (% of Assets) as of 08/31/2023		U.S. Bonds	Non-U.S. Bonds	U.S. Stocks	Cash				
		105.74	9.10	0.09	-14.93				

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date Retirement				Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Target Retirement Income Inv Fund ^{5,6,8,9,11,12,G}		Average Annual Total Return as of 09/30/2023 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		-2.35	3.16	7.02	-0.13	2.69	3.60	4.56	10/2003
Benchmark: Morningstar Lifetime Moderate Income Index		-2.28	2.61	7.83	1.05	3.08	3.68	-	-
Description: The investment seeks to provide current income and some capital appreciation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors currently in retirement. Its indirect bond holdings are a diversified mix of short-, intermediate-, and long-term U.S. government, U.S. agency, and investment-grade U.S. corporate bonds; inflation-protected public obligations issued by the U.S. Treasury; mortgage-backed and asset-backed securities; and government, agency, corporate, and securitized investment-grade foreign bonds issued in currencies other than the U.S. dollar.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
		Gross %/ Per \$1,000	Net %						
		0.08/\$0.80	0.08	-	0.00	1/30 day period	N/A	N/A	
Composition (% of Assets) as of 08/31/2023		U.S. Bonds	Non-U.S. Bonds	U.S. Stocks	Non-U.S. Stocks	Cash	Other	Conver-	
		50.73	18.35	17.72	11.55	1.62	0.01	0.01	tibles

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2020					Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Target Retirement 2020 Inv Fund 5,6,8,9,11,12,G		Average Annual Total Return as of 09/30/2023 Quarter End								
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date	
		-2.65	4.18	9.36	1.43	3.58	5.24	5.53	6/2006	
Benchmark: Morningstar Lifetime Moderate 2020 Index		-3.70	2.25	8.71	0.22	3.09	4.55	-	-	
Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2020 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.										
Fees & Expenses		Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
		Gross %/ Per \$1,000	Net %							
		0.08/\$0.80	0.08		-	0.00	1/30 day period	N/A	N/A	
Composition (% of Assets) as of 08/31/2023		U.S. Bonds	U.S. Stocks	Non-U.S. Bonds	Non-U.S. Stocks	Cash	Other	Conver-tibles		
		41.27	24.27	16.55	15.97	1.90	0.02	0.01		

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2025					Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Target Retirement 2025 Inv Fund 5,6,8,9,11,12,G		Average Annual Total Return as of 09/30/2023 Quarter End								
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date	
		-2.99	5.22	11.56	2.17	4.06	5.79	6.16	10/2003	
Benchmark: Morningstar Lifetime Moderate 2025 Index		-4.03	2.47	9.56	0.62	3.24	4.99	-	-	
Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2025 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.										
Fees & Expenses		Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
		Gross %/ Per \$1,000	Net %							
		0.08/\$0.80	0.08		-	0.00	1/30 day period	N/A	N/A	
Composition (% of Assets) as of 08/31/2023		U.S. Stocks	U.S. Bonds	Non-U.S. Stocks	Non-U.S. Bonds	Cash	Other	Conver-tibles		
		32.15	30.48	21.05	14.00	2.29	0.03	0.01		

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2030					Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Target Retirement 2030 Inv Fund 5,6,8,9,11,12,G		Average Annual Total Return as of 09/30/2023 Quarter End								
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date	
		-3.20	5.93	13.14	2.97	4.46	6.28	6.11	6/2006	
Benchmark: Morningstar Lifetime Moderate 2030 Index		-4.17	3.02	10.93	1.61	3.57	5.54	-	-	
Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2030 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.										
Fees & Expenses		Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
		Gross %/ Per \$1,000	Net %							
		0.08/\$0.80	0.08		-	0.00	1/30 day period	N/A	N/A	
Composition (% of Assets) as of 08/31/2023		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Non-U.S. Bonds	Cash	Other	Conver-tibles		
		38.26	23.98	23.17	12.33	2.21	0.03	0.01		

Asset Class: Balanced/Asset Allocation	Investment Category: Target-Date 2035						Inv Manager or Sub-Advisor: Vanguard Group	
Investment Option Name: Vanguard Target Retirement 2035 Inv Fund 5,6,8,9,11,12,G	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-3.33	6.61	14.56	3.88	4.92	6.79	6.91	10/2003
Benchmark: Morningstar Lifetime Moderate 2035 Index	-4.13	3.92	12.85	3.10	4.06	6.12	-	-

Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2035 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Fees & Expenses	Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %							
	0.08/\$0.80	0.08		-					
Composition (% of Assets) as of 07/31/2023	U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Non-U.S. Bonds	Cash	Other			
	42.89	27.45	17.81	9.47	2.35	0.03			

Asset Class: Balanced/Asset Allocation	Investment Category: Target-Date 2040						Inv Manager or Sub-Advisor: Vanguard Group	
Investment Option Name: Vanguard Target Retirement 2040 Inv Fund 5,6,8,9,11,12,G	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-3.34	7.35	16.15	4.81	5.37	7.26	6.73	6/2006
Benchmark: Morningstar Lifetime Moderate 2040 Index	-3.95	4.91	14.88	4.59	4.57	6.57	-	-

Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2040 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Fees & Expenses	Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %							
	0.08/\$0.80	0.08		-					
Composition (% of Assets) as of 08/31/2023	U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Non-U.S. Bonds	Cash	Other			
	47.44	28.87	14.02	7.31	2.31	0.04			

Asset Class: Balanced/Asset Allocation	Investment Category: Target-Date 2045						Inv Manager or Sub-Advisor: Vanguard Group	
Investment Option Name: Vanguard Target Retirement 2045 Inv Fund 5,6,8,9,11,12,G	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-3.45	8.06	17.67	5.72	5.87	7.61	7.53	10/2003
Benchmark: Morningstar Lifetime Moderate 2045 Index	-3.79	5.61	16.35	5.56	4.91	6.78	-	-

Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2045 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Fees & Expenses	Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %							
	0.08/\$0.80	0.08		-					
Composition (% of Assets) as of 08/31/2023	U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Non-U.S. Bonds	Cash	Other			
	51.66	31.67	9.37	4.66	2.60	0.04			

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2050					Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Target Retirement 2050 Inv Fund 5,6,8,9,11,12,G		Average Annual Total Return as of 09/30/2023 Quarter End								
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date	
		-3.46	8.47	18.48	5.92	5.99	7.67	6.99	6/2006	
Benchmark: Morningstar Lifetime Moderate 2050 Index		-3.71	5.92	17.03	5.93	5.03	6.81	-	-	
Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2050 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.										
Fees & Expenses		Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
		Gross %/ Per \$1,000	Net %							
		0.08/\$0.80	0.08		-	0.00	1/30 day period	N/A	N/A	
Composition (% of Assets) as of 08/31/2023		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Non-U.S. Bonds	Cash	Other	Pre-ferred		
		53.71	34.16	6.46	3.14	2.47	0.04	0.01		

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2055					Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Target Retirement 2055 Inv Fund 5,6,9,11,12,G		Average Annual Total Return as of 09/30/2023 Quarter End								
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date	
		-3.46	8.47	18.48	5.91	5.99	7.65	9.11	8/2010	
Benchmark: Morningstar Lifetime Moderate 2055 Index		-3.70	5.94	17.15	5.96	5.00	6.74	-	-	
Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2055 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.										
Fees & Expenses		Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
		Gross %/ Per \$1,000	Net %							
		0.08/\$0.80	0.08		-	0.00	1/30 day period	N/A	N/A	
Composition (% of Assets) as of 08/31/2023		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Non-U.S. Bonds	Cash	Other	Pre-ferred		
		53.17	34.71	6.51	3.13	2.43	0.04	0.01		

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2060					Inv Manager or Sub-Advisor: Vanguard Group			
Investment Option Name: Vanguard Target Retirement 2060 Inv Fund 5,6,9,11,12,G		Average Annual Total Return as of 09/30/2023 Quarter End								
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date	
		-3.48	8.47	18.49	5.91	5.98	7.65	8.77	1/2012	
Benchmark: Morningstar Lifetime Moderate 2060 Index		-3.72	5.89	17.17	5.91	4.93	6.65	-	-	
Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2060 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.										
Fees & Expenses		Total Investment Expenses				Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
		Gross %/ Per \$1,000	Net %							
		0.08/\$0.80	0.08		-	0.00	1/30 day period	N/A	N/A	
Composition (% of Assets) as of 08/31/2023		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Non-U.S. Bonds	Cash	Other	Pre-ferred		
		53.18	34.76	6.46	3.12	2.43	0.04	0.01		

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2065+					Inv Manager or Sub-Advisor: Vanguard Group		
Investment Option Name: Vanguard Target Retirement 2065 Inv Fund 5,6,9,11,12,G		Average Annual Total Return as of 09/30/2023 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		-3.46	8.45	18.47	5.93	5.97	-	7.02	7/2017
Benchmark: Morningstar Lifetime Moderate 2060 Index		-3.72	5.89	17.17	5.91	4.93	6.65	-	-
Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2065 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
		Gross %/ Per \$1,000	Net %						
		0.08/\$0.80	0.08	-	0.00	1/30 day period	N/A	N/A	
Composition (% of Assets) as of 08/31/2023		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Non-U.S. Bonds	Cash	Other	Pre-ferred	
		53.12	34.84	6.30	3.12	2.58	0.04	0.01	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2065+					Inv Manager or Sub-Advisor: Vanguard Group		
Investment Option Name: Vanguard Target Retirement 2070 Inv Fund 5,6,9,11,12,G		Average Annual Total Return as of 09/30/2023 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		-3.47	8.49	18.49	-	-	-	7.57	6/2022
Benchmark: Morningstar Lifetime Moderate 2060 Index		-3.72	5.89	17.17	5.91	4.93	6.65	-	-
Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds (underlying funds) according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2070 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
		Gross %/ Per \$1,000	Net %						
		0.08/\$0.80	0.08	-	0.00	1/30 day period	N/A	N/A	
Composition (% of Assets) as of 08/31/2023		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Non-U.S. Bonds	Cash	Other	Pre-ferred	
		53.48	34.84	6.47	3.43	1.74	0.04	0.01	

Asset Class: Large U.S. Equity		Investment Category: Large Value					Inv Manager or Sub-Advisor: Dodge & Cox		
Investment Option Name: Dodge & Cox Stock I Fund ¹⁵		Average Annual Total Return as of 09/30/2023 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		-0.17	6.98	20.88	16.47	8.61	10.64	11.01	1/1965
Benchmark: Russell 1000 Value Index		-3.16	1.79	14.44	11.05	6.23	8.45	-	-
Description: The investment seeks long-term growth of principal and income; a secondary objective is to achieve a reasonable current income. The fund invests primarily in a diversified portfolio of equity securities. It will invest at least 80% of its total assets in equity securities, including common stocks, depositary receipts evidencing ownership of common stocks, certain preferred stocks, securities convertible into common stocks, and securities that carry the right to buy common stocks. The fund may invest up to 20% of its total assets in U.S. dollar-denominated securities of non-U.S. issuers traded in the United States that are not in the S&P 500 Index.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
		Gross %/ Per \$1,000	Net %						
		0.51/\$5.10	0.51	-	0.10	-	N/A	N/A	
Composition (% of Assets) as of 06/30/2023		U.S. Stocks	Non-U.S. Stocks	Cash					
		86.96	11.67	1.36					

Asset Class: Large U.S. Equity		Investment Category: Large Blend				Inv Manager or Sub-Advisor: Capital Research and Mgmt Co			
Investment Option Name: American Funds Fundamental Investors R6 Fund ^{10,15}		Average Annual Total Return as of 09/30/2023 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		-2.70	11.34	23.49	9.27	8.14	10.66	12.78	5/2009
Benchmark: Russell 1000 Index		-3.15	13.01	21.19	9.53	9.63	11.63	-	-
Description: The investment seeks long-term growth of capital and income. The fund invests primarily in common stocks of companies that appear to offer superior opportunities for capital growth and most of which have a history of paying dividends. It may invest significantly in securities of issuers domiciled outside the United States. The investment adviser uses a system of multiple portfolio managers in managing the fund's assets.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
		Gross %/ Per \$1,000	Net %						
		0.28/\$2.80	0.28						
Composition (% of Assets) as of 06/30/2023		U.S. Stocks	Non-U.S. Stocks	Cash	Other				
		79.21	18.60	2.17	0.01				

Asset Class: Large U.S. Equity		Investment Category: Large Blend				Inv Manager or Sub-Advisor: Multiple Sub-Advisors			
Investment Option Name: Principal/BlackRock S&P 500 Index CIT N Fund ^{2,13,14,15}		Average Annual Total Return as of 09/30/2023 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		-3.27	13.07	21.61	10.15	9.98	11.95	11.04	1/1974
Benchmark: Russell 1000 Index		-3.15	13.01	21.19	9.53	9.63	11.63	-	-
Benchmark: Standard & Poor's 500 Index		-3.27	13.07	21.62	10.15	9.92	11.91	-	-
Description: The Fund seeks long term capital growth by owning a diversified portfolio of established companies which produce superior and sustainable earnings growth. The Fund offers investors exposure to equity securities by fully replicating the S&P 500 Index. The objective of the Fund is to track the performance of its benchmark. To manage the Fund effectively, management focuses on three objectives: minimizing transaction costs, minimizing tracking error and minimizing investment and operational risk.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
		Gross %/ Per \$1,000	Net %						
		0.02/\$0.20	0.02						
Composition (% of Assets) as of 12/31/2022		U.S. Stocks	Non-U.S. Stocks	Cash					
		98.58	1.13	0.29					

Asset Class: Large U.S. Equity		Investment Category: Large Blend				Inv Manager or Sub-Advisor: Neuberger Berman Mgmt. Inc.			
Investment Option Name: Neuberger Berman Sustainable Equity Tr Fund ^{10,15}		Average Annual Total Return as of 09/30/2023 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		-3.28	11.42	20.94	9.08	7.62	9.38	8.06	3/1997
Benchmark: Russell 1000 Index		-3.15	13.01	21.19	9.53	9.63	11.63	-	-
Description: The investment seeks long-term growth of capital by investing primarily in securities of companies that meet the fund's environmental, social and governance (ESG) criteria. The fund invests primarily in common stocks of mid- to large-capitalization companies that meet the fund's quality oriented financial and ESG criteria. It seeks to reduce risk by investing across many different industries. The portfolio manager employs a fundamental research driven approach to stock selection and portfolio construction, with a focus on long term sustainability issues that, in the judgement of the portfolio manager, are financially material.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
		Gross %/ Per \$1,000	Net %						
		1.03/\$10.30	1.03						
Composition (% of Assets) as of 08/31/2023		U.S. Stocks	Non-U.S. Stocks	Cash					
		91.23	8.50	0.27					

Asset Class: Large U.S. Equity		Investment Category: Large Growth			Inv Manager or Sub-Advisor: T. Rowe Price Associates, Inc.				
Investment Option Name: T. Rowe Price Blue Chip Growth Fund ^{15,G}		Average Annual Total Return as of 09/30/2023 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		-2.87	31.14	28.66	0.83	7.32	12.33	10.70	6/1993
Benchmark: Russell 1000 Growth Index		-3.13	24.98	27.72	7.97	12.42	14.48	-	-
Description: The investment seeks long-term capital growth; income is a secondary objective. The fund will normally invest at least 80% of its net assets (including any borrowings for investment purposes) in the common stocks of large and medium-sized blue chip growth companies. It focuses on companies with leading market positions, seasoned management, and strong financial fundamentals. The fund is non-diversified.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
		Gross %/ Per \$1,000	Net %						
		0.71/\$7.10	0.71						
Composition (% of Assets) as of 06/30/2023		U.S. Stocks	Non-U.S. Stocks	Other	U.S. Bonds	Cash			
		95.04	4.19	0.50	0.22	0.04			

Asset Class: Small/Mid U.S. Equity		Investment Category: Mid Cap Value			Inv Manager or Sub-Advisor: Allspring Global Investments				
Investment Option Name: Allspring Special Mid Cap Value R6 Fund ^{1,10,G}		Average Annual Total Return as of 09/30/2023 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		-5.62	0.27	14.38	13.94	8.33	9.38	9.93	6/2013
Benchmark: Russell Midcap Value Index		-4.46	0.54	11.05	10.98	5.18	7.92	-	-
Description: The investment seeks long-term capital appreciation. The fund normally invests at least 80% of its net assets in equity securities of medium-capitalization companies. It invests principally in equity securities of medium-capitalization companies, which the manager defines as securities of companies with market capitalizations within the range of the Russell Midcap(R) Index at the time of purchase.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
		Gross %/ Per \$1,000	Net %						
		0.69/\$6.90	0.69						
Composition (% of Assets) as of 08/31/2023		U.S. Stocks	Cash	Non-U.S. Stocks					
		92.04	4.54	3.42					

Asset Class: Small/Mid U.S. Equity		Investment Category: Mid Cap Growth			Inv Manager or Sub-Advisor: Artisan Mutual Funds				
Investment Option Name: Artisan Mid Cap Investors Fund ¹		Average Annual Total Return as of 09/30/2023 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		-2.95	13.90	12.62	-2.47	7.27	8.60	12.33	6/1997
Benchmark: Russell Midcap Growth Index		-5.22	9.88	17.47	2.61	6.97	9.94	-	-
Description: The investment seeks long-term capital growth. The fund normally invests no less than 80% of its net assets plus any borrowings for investment purposes at market value at the time of purchase in the common stocks of medium-sized companies. The advisor defines a medium-sized company as one with a market capitalization greater than the market capitalization of the smallest company in the Russell Midcap(R) Index and less than three times the weighted average market capitalization of companies in the index.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
		Gross %/ Per \$1,000	Net %						
		1.19/\$11.90	1.19						
Composition (% of Assets) as of 06/30/2023		U.S. Stocks	Non-U.S. Stocks	Cash					
		90.47	7.25	2.29					

Asset Class: Small/Mid U.S. Equity	Investment Category: Mid Cap Growth	Inv Manager or Sub-Advisor: Baron Capital						
Investment Option Name: Baron Growth Retail Fund 1,F	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-3.72	6.55	19.17	6.15	8.40	10.00	12.56	12/1994
Benchmark: Russell Midcap Growth Index	-5.22	9.88	17.47	2.61	6.97	9.94	-	-

Description: The investment seeks capital appreciation through long-term investments primarily in securities of small-sized growth companies. The fund invests for the long term primarily in equity securities in the form of common stock of U.S. small-sized growth companies. BAMCO, Inc. ("BAMCO" or the "Adviser") defines small-sized companies as those, at the time of purchase, with market capitalizations up to the largest market cap stock in the Russell 2000 Growth Index at reconstitution, or companies with market capitalizations up to \$2.5 billion, whichever is larger.

Fees & Expenses	Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %					
	1.30/\$13.00	1.30					

Composition (% of Assets) as of 06/30/2023	U.S. Stocks	Cash	Other	Pre-ferred	Non-U.S. Stocks
	98.43	1.03	0.22	0.17	0.15

Asset Class: Small/Mid U.S. Equity	Investment Category: Small Value	Inv Manager or Sub-Advisor: JP Morgan Investment Mgmt Inc.						
Investment Option Name: JP Morgan Small Cap Value R6 Fund 1,E	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-3.63	-0.83	7.24	15.17	3.45	5.88	6.97	2/2005
Benchmark: Russell 2000 Value Index	-2.96	-0.53	7.84	13.32	2.59	6.19	-	-

Description: The investment seeks long-term capital growth primarily by investing in equity securities of small-capitalization companies. The fund invests at least 80% of its assets in equity securities of small cap companies. "Assets" means net assets, plus the amount of borrowings for investment purposes. Small cap companies are companies with market capitalizations equal to those within the universe of the Russell 2000(R) Value Index at the time of purchase. In reviewing investment opportunities for the fund, its adviser uses a value-oriented approach. In implementing its main strategies, the fund's equity investments are primarily in common stocks and REITs.

Fees & Expenses	Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %					
	0.76/\$7.60	0.74					

Composition (% of Assets) as of 08/31/2023	U.S. Stocks	Non-U.S. Stocks	Cash
	95.20	3.92	0.88

Asset Class: Global/International Equity	Investment Category: Foreign Large Blend	Inv Manager or Sub-Advisor: Harbor Capital Advisors						
Investment Option Name: Harbor International Inst Fund 3,E	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-4.38	5.92	26.47	5.80	3.31	2.59	9.33	12/1987
Benchmark: MSCI ACWI Ex USA Index	-3.77	5.34	20.39	3.74	2.58	3.35	-	-

Description: The investment seeks long-term total return, principally from growth of capital. The fund invests primarily (no less than 65% of its total assets under normal market conditions) in common and preferred stocks of foreign companies located principally in developed markets across Europe, Japan and Asia Pacific ex Japan. The Subadvisor's investment strategy focuses on identifying attractive long-term investment opportunities that can arise as a result of certain capital cycle, or supply-side, conditions.

Fees & Expenses	Total Investment Expenses		Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %					
	0.89/\$8.90	0.77					

Composition (% of Assets) as of 06/30/2023	Non-U.S. Stocks	U.S. Stocks	Cash
	97.34	1.63	1.02

Asset Class: Global/International Equity	Investment Category: Foreign Large Growth				Inv Manager or Sub-Advisor: Capital Research and Mgmt Co			
Investment Option Name: American Funds EuroPacific Growth R6 Fund 3,10	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-6.33	5.15	19.64	0.08	3.11	4.64	7.23	5/2009
Benchmark: MSCI ACWI Ex USA Growth Index	-7.31	2.61	15.84	-1.86	2.54	3.92	-	-

Description: The investment seeks long-term growth of capital. The fund invests primarily in common stocks of issuers in Europe and the Pacific Basin that the investment adviser believes have the potential for growth. Growth stocks are stocks that the investment adviser believes have the potential for above-average capital appreciation. It normally will invest at least 80% of its net assets in securities of issuers in Europe and the Pacific Basin. The fund may invest a portion of its assets in common stocks and other securities of companies in emerging markets.

Fees & Expenses	Total Investment Expenses					Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000		Net %							
	0.47/\$4.70		0.47		-					
Composition (% of Assets) as of 06/30/2023	Non-U.S. Stocks	Cash	U.S. Stocks	Pre-ferred	Other					
	93.05	4.06	2.47	0.31	0.12					

Asset Class: Global/International Equity	Investment Category: Global Large-Stock Growth				Inv Manager or Sub-Advisor: Invesco			
Investment Option Name: Invesco Global A Fund 3,E	Average Annual Total Return as of 09/30/2023 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	-4.78	17.17	28.92	2.50	5.31	7.55	10.86	12/1969
Benchmark: MSCI ACWI Growth Index	-4.90	18.16	24.41	3.76	8.37	9.53	-	-

Description: The investment seeks capital appreciation. The fund invests mainly in common stock of U.S. and foreign companies. It can invest without limit in foreign securities and can invest in any country, including countries with developing or emerging markets. However, the fund currently emphasizes its investments in developed markets such as the United States, Western European countries and Japan. It does not limit its investments to companies in a particular capitalization range, but primarily invests in mid- and large-cap companies. The fund normally will invest in at least three countries (one of which may be the United States).

Fees & Expenses	Total Investment Expenses					Redemption Fee	Revenue Sharing %	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000		Net %							
	1.04/\$10.40		1.04		-					
Composition (% of Assets) as of 08/31/2023	U.S. Stocks	Non-U.S. Stocks	Cash							
	54.89	44.62	0.49							

Important Information

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

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.

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 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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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.

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 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.
- ⁴ This investment option is closed to new investors.
- ⁵ 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.
- ⁶ 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.
- ⁷ 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.
- ⁸ This fund indirectly bears its pro rata share of the management fees incurred by the underlying funds in which it invests. The operating expenses of the underlying mutual funds are part of total investment expense. Performance results reflect the application of these expenses.
- ⁹ Fixed-income and asset allocation investment options that invest in mortgage securities are subject to increased risk due to real estate exposure.
- ¹⁰ 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.
- ¹¹ Selecting a target date fund series is also authorizing any additional vintage which is launched by the investment provider for the series, and included in their associated materials, to be added to the plan after proper notification.
- ¹² There is no guarantee that a target date investment will provide adequate income at or through retirement. A target date fund's (TDF) glidepath is typically set to align with a retirement age of 65, which maybe your plan's normal retirement date (NRD). If your plan's NRD/age is different, the plan may default you to a TDF based on the plans NRD/Age. Participants may choose a TDF that does not match the plan's intended retirement date but instead aligns more to their investment risk. Compare the different TDF's to see how the mix of investments shift based on the TDF glide path.

- ¹³ SEI Trust Company (the Trustee) serves as the Trustee of the Fund and maintains ultimate fiduciary authority over the management of, and the investments made, in the Fund. The Fund is part of a Collective Investment Trust (the Trust) operated by the Trustee. The Trust Company, organized under the laws of the Commonwealth of Pennsylvania and wholly owned subsidiary of SEI investments Company, has retained Principal Global Investors, LLC, doing business as Principal Asset Allocation (the Adviser), to serve as investment adviser with respect to the CITs, subject to the Trust Company's supervision and review. The Adviser is an indirect wholly owned subsidiary of Principal Financial Group, Inc. The Adviser also manages portfolios which may be included as underlying investments in the CITs. The Adviser or other affiliates of the Trust Company may provide services to the CITs and may receive fees for such services. The CITs are available only to certain qualified retirement plans and governmental 457(b) plans.
- ¹⁴ Units of the CITs 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. CITs are not mutual funds and are exempt from registration and regulation under the Investment Company Act of 1940 (the 1940 Act), and their units are not registered under the Securities Act of 1933, or applicable securities laws of any state or other jurisdiction. Unit holders of the Funds are not entitled to the protections of the 1940 Act. The decision to invest in CITs should be carefully considered. The CITs unit values will fluctuate and may be worth more or less when redeemed, so unit holders may lose money. CITs are not sold by prospectus and are not available for investment by the public; Fund prices are not quoted in newspapers.
- ¹⁵ Investing involves risk, including possible loss of principal. Equity investment options involve greater risk, including heightened volatility, than fixed-income investment options.
- ¹⁶ The total investment expense is 0.367%.
- E Investment option limits the number of transfers allowed into the investment option. All participant investment transfers and non-scheduled rebalancing activity are counted toward the number of transfers allowed. When the number of allowed transfers into the investment option is met, no additional investment transfers into the investment option will be allowed until the holding period elapses. Contributions into the investment option are not impacted.
- F Investment option limits transfer activity. Once the number of allowed transfers is met, participants are not allowed to transfer back into an investment option which they have transferred out of until the holding period elapses. All participant investment transfers and non-scheduled rebalancing activity are counted toward the number of transfers allowed. Contributions into the investment option are not impacted. Participants may still transfer out to different investment options or to money market or Guaranteed options.
- G Investment option limits transfer activity. Once the number of allowed transfers is met, participants are not allowed to transfer amounts valued at the threshold amount or more back into the investment option which they have transferred out of until the holding period elapses. All participant investment transfers and non-scheduled rebalancing activity valued at the threshold amount or more are counted toward the number of transfers allowed. Contributions into the investment option are not impacted. Participant transfers made for less than the threshold amount do not count and are not limited.
- Principal Life works with each fund family to implement each funds' policy and establish frequent trading guidelines that best mirror Prospectus language. Mutual Fund Network investment managers have the ability to monitor for excessive trading and may enforce frequent purchase limitations in addition to or in lieu of policy monitored by Principal Life Insurance Company. Please refer to the Prospectus for verification.