

ERISA 404 retirement plan and investment information

06/15/2021

The retirement savings plan offered by ITS Technologies & Logistics, LLC is a great way to help you save for the life you want in retirement. ITS Technologies & Logistic, LLC 401(k) Retirement Savings Plan (the Plan) has fees associated with the services and resources provided by the Plan.

Plan Fiduciary

The Plan Fiduciary is the individual(s) who has authority over the operation and administration of the Plan and its retirement funds. The Plan Fiduciary is typically your employer, and may also be called the Plan Sponsor.

Plan Administrator

The Plan Administrator, who is also a Plan Fiduciary, has the authority over the operation and administration of the Plan. If you have questions about the investment options available under the Plan or would like paper copies of additional investment information, you can obtain this information on principal.com or by contacting the Plan Administrator:

ITS TECHNOLOGIES & LOGISTICS, LLC
8205 SOUTH CASS AVE
SUITE 115
DARIEN, IL 60561
(708)225-2400

Information about ERISA Section 404(c)

The Employee Retirement Income Security Act (ERISA) provides rules on the investment of retirement funds. ITS Technologies & Logistics, LLC has chosen to qualify the Plan as an ERISA 404(c) plan and intends to comply by providing information for you to make educated investment decisions and by letting you:

- Direct the investment of individual retirement accounts
- Choose from at least three diverse investment options
- Change investment choices at least quarterly

This means the Plan Fiduciary should not be liable for any investment losses that result from a participant's investment control.

Your future, your choice

The Plan Fiduciary makes certain investment options available to you under the Plan. But you are responsible for directing the retirement funds to the options available in the Plan that work best for you. You can make changes to your investment mix by logging into your account at principal.com. Learn more about the investment options available under the Plan online and in the Investment Option Summary.

Directing or transferring between investment options

Certain investment options may have restrictions. See the Investment Option Summary for details.

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

Voting rights

A description of the exercise of voting, tender and similar rights for an investment alternative and any restrictions on these rights can be found in the relevant Plan document or trustee powers section of the trust agreement. If you would like copies of these documents, contact the Plan Administrator, if applicable.

Fees and expenses⁺

For the current year, an annual Plan administrative expense of 0.23% applies to your account balance. One-twelfth of the total amount will be deducted from your account balance each month.

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.

Plan administrative expenses typically cover items such as recordkeeping, participant website access, participant statements, Plan compliance services and financial professional services.

Occasionally, there may be additional Plan expenses during normal Plan operation for services such as legal, auditing, other service provider, consulting or investment advice. The Plan Fiduciary determines how these expenses are allocated at the time the expenses are paid. These expenses are typically allocated among participants based on participant account balance, but may be allocated by dividing the total expenses to be deducted by the total number of participants in the Plan. You can view the dollar amount of applicable expenses under your account at principal.com and on your statement.

Participant-level fees

Participant transaction fees will be charged to your account balance for the services you choose to use. Participant transaction fees for the Plan include:

- **Distribution fee:** \$50.00
- **Enhanced Hardship Withdrawal Service fee:** \$80.00
- **Loan maintenance fee:** \$12.00 per quarter
- **Loan setup fee:** \$75.00
- **Qualified Domestic Relations Order fee:** \$220.00 Per hour for each Domestic Relations Order reviewed. The fee is divided between the participant and the alternate payee involved unless specified differently within the Domestic Relations Order or the Plan's administrative procedures.
- **Qualified Domestic Relations Order processing fee:** \$350.00 for each Domestic Relations Order processed. The fee is divided equally between the participant and the alternate payee involved unless specified differently within the Domestic Relations Order or the Plan's Administrative Procedures.
- **Wire transfer fee:** \$25.00
- **Fee for overnight mailing a check:** \$25.00
- **Stop payment fee:** \$25.00
- **402(g) refund fee (deferral contributions made in excess of IRS limit):** \$50.00

An annual \$50.00 fee will apply to new installment elections, if available under the Plan. The fee will be broken down and deducted from your account every three months unless you have established another collection method.

⁺ If you have a balance in an investment that is excluded from the collection of expenses, we will collect the expense from the balances in other investments, beginning with the investment with the largest balance.

The following information is available upon request from the Plan Administrator (at no charge):

- Copies of prospectuses (or any short-form or summary prospectuses) for the investment options
- Copies of any financial statements or reports, such as statements of additional information and shareholder reports, and of any other similar materials relating to the Plan's designated investment options
- A statement of the value of a share or unit of each designated investment option and the date of the valuation
- A list of the assets comprising the portfolio of each investment option which constitute Plan assets and the value of each asset (or the proportion of the investment which it comprises)
- The following information about each investment option (including fixed-return investment options) available under the Plan: issuer name, investment objective, principal strategies and risks, turnover rate, performance, and fee and expense information
- 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

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To help you make informed investment choices and for more information about the investment options available to you, including investment objectives, performance and fees, please review the enclosed materials or visit principal.com.

Delivery of statements

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

With the transition of the Plan services to Principal, the participant transaction fees may be different than those charged by the previous service provider. The new fees have been approved by the Plan Fiduciary.

For important information on the plan's investment options, see the Investment Option Summary.

Insurance products and plan administrative services provided through Principal Life Insurance Co. Securities are offered through Principal Securities, Inc, 800-547-7754, [member SIPC](#) and/or independent brokerdealers. Securities sold by a Principal Securities Registered Representative are offered through Principal Securities, Inc., Principal Securities and Principal Life are members of the Principal Financial Group, Des Moines, Iowa, 50392. Certain investment options may not be available in all states or U.S. commonwealths.

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Investment Option Summary

As of 03/31/2021

This document provides important information to help you compare the investment options available to you under the retirement plan.

Investment results shown represent historical performance and do not guarantee future results. Investment returns and principal values fluctuate with changes in interest rates and other market conditions so the value, when redeemed, may be worth more or less than original costs. Current performance may be lower or higher than the performance data shown. For additional information on the investment options, including most recent month-end performance, log in to the Principal Financial Group® website at principal.com or call our automated phone system at 1-800-547-7754.

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

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

Total Investment Expense - Gross is the current maximum expense ratio, as a percentage of assets that can be applied to this investment option. 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.

For a glossary of terms to assist you in understanding the designated investment options, log in to your account at principal.com.

Asset Class: **Short-Term Fixed Income**

This asset class is generally composed of short-term, fixed-income investment options that are largely liquid and are designed to not lose much value. These investment options may include stable value, money market, short-term bond, and guaranteed interest accounts. They are considered to be among the least risky forms of investment options. However, they typically have a lower rate of return than equities or longer-term fixed income investment options over long periods of time. Depending on the objectives of the investment options, they may experience price fluctuations and may lose value.

Investment Category: **Stable Value**

Inv Manager or Sub-Advisor: **Putnam Investment Mgmt Co.**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2021 quarter end)						(as of 12/31/2020 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
Putnam Stable Value Fund (25)	0.55	2.40	2.39	2.19	2.12	4.19	2.43	2.16	2.16	4.21	2/1991
Benchmark: Bloomberg Barclays US Government 1-3 Year Index	-0.05	0.36	2.80	1.73	1.31	-	3.14	1.92	1.32	-	-

Description: The fund invests in traditional GICs and similar contracts issued by insurance companies, banks and other financial institutions. The fund invests up to 75% of its assets in synthetic wrap contracts, including insurance separate accounts. The fund invests at least 5% of its assets in high-quality money market instruments and cash equivalents. To earn additional income (net of fees), the fund may invest in other stable value funds and may lend securities to other financial institutions on a collateralized basis; neither is currently occurring. Securities lending is subject to certain risks.

Composition (% of Assets) as of 12/31/2020	Fees & Expenses	# of Transfers Allowed/Time Period
Other 100.00	Total Inv Exp Net % 0.34	-
	Contractual Cap Expiration Date N/A	
	Waiver Expiration Date N/A	
	Total Inv Exp Gross % 0.34	
	Total Inv Exp Gross Per \$1,000 Invested \$3.40	
	Redemption Fee -	
	Revenue Sharing % 0.00	

Asset Class: **Fixed Income**

This asset class is generally composed of investment options that invest in bonds, or debt of a company or government entity (including U.S. and Non- U.S.). It may also include real estate investment options that directly own property. These investment options typically carry more risk than short-term fixed income investment options (including, for real estate investment options, liquidity risk), but less overall risk than equities. All investment options in this category have the potential to lose value.

Investment Category: **Intermediate Core Bond**Inv Manager or Sub-Advisor: **Western Asset Management Co.**

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2021 quarter end)						(as of 12/31/2020 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
Western Asset Core Bond I Fund ^{8,9,E}	-3.95	5.03	5.30	4.12	4.25	6.55	9.11	5.57	4.88	6.74	9/1990	
Benchmark: Bloomberg Barclays Aggregate Bond Index	-3.37	0.71	4.65	3.10	3.44	-	7.51	4.44	3.84	-	-	

Description: The investment seeks to maximize total return, consistent with prudent investment management and liquidity needs. The fund invests in a portfolio of fixed income securities of various maturities and, under normal market conditions, will invest at least 80% of its net assets in debt and fixed income securities. Although the fund may invest in debt and fixed income securities of any maturity, under normal market conditions the target dollar-weighted average effective duration for the fund is expected to range within 20% of the average duration of the domestic bond market as a whole as estimated by the fund's subadvisor.

Composition (% of Assets) as of 12/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
U.S. Bonds	84.03	Non-U.S. Bonds	14.93	Total Inv Exp Net %	0.45		1/30 day period	
Convertibles	1.65	Cash	-0.61	Contractual Cap Expiration Date	N/A			
				Waiver Expiration Date	12/31/2021			
				Total Inv Exp Gross %	0.54			
				Total Inv Exp Gross Per \$1,000 Invested	\$5.40			
				Redemption Fee	-			
				Revenue Sharing %	0.15			

Investment Category: **Inflation-Protected Bond**Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2021 quarter end)						(as of 12/31/2020 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
American Funds Inflation Linked Bond R6 Fund ^{8,9,10}	-1.92	8.38	6.61	4.49	-	3.83	14.97	5.72	-	4.25	11/2013	
Benchmark: Bloomberg Barclays US Treas TIPS Index	-1.47	7.54	5.68	3.86	3.44	-	10.99	5.08	3.81	3.56	-	

Description: The investment seeks to provide inflation protection and income consistent with investment in inflation-linked securities. The fund seeks to provide inflation protection and income by investing primarily in inflation linked securities. Normally, at least 80% of the fund's assets will be invested in inflation linked bonds issued by U.S. and non-U.S. governments, their agencies or instrumentalities, and corporations. Inflation linked bonds are structured to protect against inflation by linking the bond's principal and interest payments to an inflation index so that principal and interest adjust to reflect changes in the index.

Composition (% of Assets) as of 12/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period	
U.S. Bonds	88.20	Non-U.S. Bonds	5.93	Total Inv Exp Net %	0.31		-	
Cash	5.71	Convertibles	0.16	Contractual Cap Expiration Date	N/A			
				Waiver Expiration Date	N/A			
				Total Inv Exp Gross %	0.31			
				Total Inv Exp Gross Per \$1,000 Invested	\$3.10			
				Redemption Fee	-			
				Revenue Sharing %	0.00			

Asset Class: **Balanced/Asset Allocation**

This asset class is generally composed of a combination of fixed income and equity investment options. These investment options may include balanced, asset allocation, target-date, and target-risk investment options. Although typically lower risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value.

Investment Category: **Target-Date 2000-2010**Inv Manager or Sub-Advisor: **Schwab Funds**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2021 quarter end)						(as of 12/31/2020 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
Schwab Target 2010 Index Fund ^{2,6,7,9,12}	0.40	19.04	7.86	-	-	6.83	10.61	-	-	7.13	8/2016
Benchmark: Morningstar Lifetime Moderate 2010 Index	0.29	21.84	7.95	7.45	6.23	-	11.78	7.93	6.57	7.39	-

Description: The investment seeks to provide capital appreciation and income consistent with its current asset allocation. The fund seeks to achieve its investment objective by investing primarily in affiliated Schwab exchange-traded funds (ETFs). It has a policy to invest, under normal circumstances, at least 80% of its assets (net assets, including, for this purpose, any borrowings for investment purposes) in underlying funds that are managed to seek investment returns that track particular market indices. The fund is managed based on the specific retirement date (target date) included in its name and assumes a retirement age of 65.

Composition (% of Assets) as of 02/28/2021				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Bonds	55.95	U.S. Stocks	25.39	Total Inv Exp Net %			0.08				
Non-U.S. Stocks	9.22	Cash	5.75	Contractual Cap Expiration Date			N/A				
Non-U.S. Bonds	3.36	Convertibles	0.33	Waiver Expiration Date			N/A				
				Total Inv Exp Gross %			0.13				
				Total Inv Exp Gross Per \$1,000 Invested			\$1.30				
				Redemption Fee			-				
				Revenue Sharing %			0.00				

Investment Category: **Target-Date 2015**Inv Manager or Sub-Advisor: **Schwab Funds**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2021 quarter end)						(as of 12/31/2020 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
Schwab Target 2015 Index Fund ^{2,6,7,9,12}	0.64	20.52	8.07	-	-	7.07	10.93	-	-	7.33	8/2016
Benchmark: Morningstar Lifetime Moderate 2015 Index	0.06	23.54	8.41	8.02	6.68	-	12.67	8.56	7.08	8.00	-

Description: The investment seeks to provide capital appreciation and income consistent with its current asset allocation. The fund seeks to achieve its investment objective by investing primarily in affiliated Schwab exchange-traded funds (ETFs). It has a policy to invest, under normal circumstances, at least 80% of its assets (net assets, including, for this purpose, any borrowings for investment purposes) in underlying funds that are managed to seek investment returns that track particular market indices. The fund is managed based on the specific retirement date (target date) included in its name and assumes a retirement age of 65.

Composition (% of Assets) as of 02/28/2021				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Bonds	53.57	U.S. Stocks	27.32	Total Inv Exp Net %			0.08				
Non-U.S. Stocks	10.35	Cash	5.21	Contractual Cap Expiration Date			N/A				
Non-U.S. Bonds	3.23	Convertibles	0.31	Waiver Expiration Date			N/A				
				Total Inv Exp Gross %			0.13				
				Total Inv Exp Gross Per \$1,000 Invested			\$1.30				
				Redemption Fee			-				
				Revenue Sharing %			0.00				

Asset Class: **Balanced/Asset Allocation**

This asset class is generally composed of a combination of fixed income and equity investment options. These investment options may include balanced, asset allocation, target-date, and target-risk investment options. Although typically lower risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value.

Investment Category: **Target-Date 2020**Inv Manager or Sub-Advisor: **Schwab Funds**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2021 quarter end)						(as of 12/31/2020 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
Schwab Target 2020 Index Fund ^{2,6,7,9,12}	0.77	21.51	8.31	-	-	7.82	11.03	-	-	8.09	8/2016
Benchmark: Morningstar Lifetime Moderate 2020 Index	0.16	26.08	8.89	8.69	7.18	-	13.32	9.20	7.63	8.65	-

Description: The investment seeks to provide capital appreciation and income consistent with its current asset allocation. The fund seeks to achieve its investment objective by investing primarily in affiliated Schwab exchange-traded funds (ETFs). It has a policy to invest, under normal circumstances, at least 80% of its assets (net assets, including, for this purpose, any borrowings for investment purposes) in underlying funds that are managed to seek investment returns that track particular market indices. The fund is managed based on the specific retirement date (target date) included in its name and assumes a retirement age of 65.

Composition (% of Assets) as of 02/28/2021				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Bonds	51.86	U.S. Stocks	28.42	Total Inv Exp Net %	0.08		-				
Non-U.S. Stocks	11.27	Cash	4.99	Contractual Cap Expiration Date	N/A						
Non-U.S. Bonds	3.15	Convertibles	0.31	Waiver Expiration Date	N/A						
				Total Inv Exp Gross %	0.13						
				Total Inv Exp Gross Per \$1,000 Invested	\$1.30						
				Redemption Fee	-						
				Revenue Sharing %	0.00						

Investment Category: **Target-Date 2025**Inv Manager or Sub-Advisor: **Schwab Funds**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2021 quarter end)						(as of 12/31/2020 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
Schwab Target 2025 Index Fund ^{2,6,7,9,12}	1.69	28.91	9.47	-	-	9.19	12.37	-	-	9.31	8/2016
Benchmark: Morningstar Lifetime Moderate 2025 Index	0.64	29.78	9.41	9.53	7.77	-	13.67	9.88	8.22	9.37	-

Description: The investment seeks to provide capital appreciation and income consistent with its current asset allocation. The fund seeks to achieve its investment objective by investing primarily in affiliated Schwab exchange-traded funds (ETFs). It has a policy to invest, under normal circumstances, at least 80% of its assets (net assets, including, for this purpose, any borrowings for investment purposes) in underlying funds that are managed to seek investment returns that track particular market indices. The fund is managed based on the specific retirement date (target date) included in its name and assumes a retirement age of 65.

Composition (% of Assets) as of 02/28/2021				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Bonds	41.18	U.S. Stocks	36.12	Total Inv Exp Net %	0.08		-				
Non-U.S. Stocks	16.08	Cash	3.57	Contractual Cap Expiration Date	N/A						
Non-U.S. Bonds	2.78	Convertibles	0.27	Waiver Expiration Date	N/A						
				Total Inv Exp Gross %	0.13						
				Total Inv Exp Gross Per \$1,000 Invested	\$1.30						
				Redemption Fee	-						
				Revenue Sharing %	0.00						

Asset Class: **Balanced/Asset Allocation**

This asset class is generally composed of a combination of fixed income and equity investment options. These investment options may include balanced, asset allocation, target-date, and target-risk investment options. Although typically lower risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value.

Investment Category: **Target-Date 2030**Inv Manager or Sub-Advisor: **Schwab Funds**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2021 quarter end)						(as of 12/31/2020 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
Schwab Target 2030 Index Fund ^{2,6,7,9,12}	2.64	34.98	10.34	-	-	10.21	13.17	-	-	10.15	8/2016
Benchmark: Morningstar Lifetime Moderate 2030 Index	1.62	35.26	9.99	10.51	8.39	-	13.69	10.58	8.79	10.14	-

Description: The investment seeks to provide capital appreciation and income consistent with its current asset allocation. The fund seeks to achieve its investment objective by investing primarily in affiliated Schwab exchange-traded funds (ETFs). It has a policy to invest, under normal circumstances, at least 80% of its assets (net assets, including, for this purpose, any borrowings for investment purposes) in underlying funds that are managed to seek investment returns that track particular market indices. The fund is managed based on the specific retirement date (target date) included in its name and assumes a retirement age of 65.

Composition (% of Assets) as of 02/28/2021				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	42.92	U.S. Bonds	31.07	Total Inv Exp Net %			0.08				
Non-U.S. Stocks	20.12	Cash	3.36	Contractual Cap Expiration Date			N/A				
Non-U.S. Bonds	2.30	Convertibles	0.22	Waiver Expiration Date			N/A				
				Total Inv Exp Gross %			0.13				
				Total Inv Exp Gross Per \$1,000 Invested			\$1.30				
				Redemption Fee			-				
				Revenue Sharing %			0.00				

Investment Category: **Target-Date 2035**Inv Manager or Sub-Advisor: **Schwab Funds**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2021 quarter end)						(as of 12/31/2020 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
Schwab Target 2035 Index Fund ^{2,6,7,9,12}	3.34	39.84	10.94	-	-	10.96	13.84	-	-	10.77	8/2016
Benchmark: Morningstar Lifetime Moderate 2035 Index	3.00	41.93	10.52	11.44	8.90	-	13.38	11.14	9.17	10.77	-

Description: The investment seeks to provide capital appreciation and income consistent with its current asset allocation. The fund seeks to achieve its investment objective by investing primarily in affiliated Schwab exchange-traded funds (ETFs). It has a policy to invest, under normal circumstances, at least 80% of its assets (net assets, including, for this purpose, any borrowings for investment purposes) in underlying funds that are managed to seek investment returns that track particular market indices. The fund is managed based on the specific retirement date (target date) included in its name and assumes a retirement age of 65.

Composition (% of Assets) as of 02/28/2021				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	48.15	U.S. Bonds	23.78	Total Inv Exp Net %			0.08				
Non-U.S. Stocks	23.52	Cash	2.52	Contractual Cap Expiration Date			N/A				
Non-U.S. Bonds	1.85	Convertibles	0.18	Waiver Expiration Date			N/A				
				Total Inv Exp Gross %			0.13				
				Total Inv Exp Gross Per \$1,000 Invested			\$1.30				
				Redemption Fee			-				
				Revenue Sharing %			0.00				

Asset Class: **Balanced/Asset Allocation**

This asset class is generally composed of a combination of fixed income and equity investment options. These investment options may include balanced, asset allocation, target-date, and target-risk investment options. Although typically lower risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value.

Investment Category: **Target-Date 2040**Inv Manager or Sub-Advisor: **Schwab Funds**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2021 quarter end)						(as of 12/31/2020 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
Schwab Target 2040 Index Fund ^{2,6,7,9,12}	3.96	44.07	11.39	-	-	11.62	14.18	-	-	11.32	8/2016
Benchmark: Morningstar Lifetime Moderate 2040 Index	4.24	47.89	10.92	12.09	9.19	-	13.09	11.48	9.34	11.14	-

Description: The investment seeks to provide capital appreciation and income consistent with its current asset allocation. The fund seeks to achieve its investment objective by investing primarily in affiliated Schwab exchange-traded funds (ETFs). It has a policy to invest, under normal circumstances, at least 80% of its assets (net assets, including, for this purpose, any borrowings for investment purposes) in underlying funds that are managed to seek investment returns that track particular market indices. The fund is managed based on the specific retirement date (target date) included in its name and assumes a retirement age of 65.

Composition (% of Assets) as of 02/28/2021				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	52.26	Non-U.S. Stocks	26.42	Total Inv Exp Net %	0.08		-				
U.S. Bonds	17.79	Cash	1.99	Contractual Cap Expiration Date	N/A						
Non-U.S. Bonds	1.39	Convertibles	0.14	Waiver Expiration Date	N/A						
				Total Inv Exp Gross %	0.13						
				Total Inv Exp Gross Per \$1,000 Invested	\$1.30						
				Redemption Fee	-						
				Revenue Sharing %	0.00						

Investment Category: **Target-Date 2045**Inv Manager or Sub-Advisor: **Schwab Funds**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2021 quarter end)						(as of 12/31/2020 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
Schwab Target 2045 Index Fund ^{2,6,7,9,12}	4.57	48.06	11.79	-	-	12.11	14.49	-	-	11.68	8/2016
Benchmark: Morningstar Lifetime Moderate 2045 Index	4.99	51.57	11.11	12.40	9.26	-	12.95	11.61	9.33	11.28	-

Description: The investment seeks to provide capital appreciation and income consistent with its current asset allocation. The fund seeks to achieve its investment objective by investing primarily in affiliated Schwab exchange-traded funds (ETFs). It has a policy to invest, under normal circumstances, at least 80% of its assets (net assets, including, for this purpose, any borrowings for investment purposes) in underlying funds that are managed to seek investment returns that track particular market indices. The fund is managed based on the specific retirement date (target date) included in its name and assumes a retirement age of 65.

Composition (% of Assets) as of 02/28/2021				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	56.00	Non-U.S. Stocks	29.32	Total Inv Exp Net %	0.08		-				
U.S. Bonds	12.12	Cash	1.50	Contractual Cap Expiration Date	N/A						
Non-U.S. Bonds	0.96	Convertibles	0.09	Waiver Expiration Date	N/A						
Preferred	0.01			Total Inv Exp Gross %	0.13						
				Total Inv Exp Gross Per \$1,000 Invested	\$1.30						
				Redemption Fee	-						
				Revenue Sharing %	0.00						

Asset Class: **Balanced/Asset Allocation**

This asset class is generally composed of a combination of fixed income and equity investment options. These investment options may include balanced, asset allocation, target-date, and target-risk investment options. Although typically lower risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value.

Investment Category: **Target-Date 2050**Inv Manager or Sub-Advisor: **Schwab Funds**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2021 quarter end)						(as of 12/31/2020 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
Schwab Target 2050 Index Fund ^{2,6,7,9,12}	4.94	50.43	12.02	-	-	12.38	14.66	-	-	11.88	8/2016
Benchmark: Morningstar Lifetime Moderate 2050 Index	5.26	52.97	11.13	12.46	9.21	-	12.91	11.62	9.24	11.27	-

Description: The investment seeks to provide capital appreciation and income consistent with its current asset allocation. The fund seeks to achieve its investment objective by investing primarily in affiliated Schwab exchange-traded funds (ETFs). It has a policy to invest, under normal circumstances, at least 80% of its assets (net assets, including, for this purpose, any borrowings for investment purposes) in underlying funds that are managed to seek investment returns that track particular market indices. The fund is managed based on the specific retirement date (target date) included in its name and assumes a retirement age of 65.

Composition (% of Assets) as of 02/28/2021				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	58.11	Non-U.S. Stocks	31.13	Total Inv Exp Net %	0.08		-				
U.S. Bonds	8.74	Cash	1.26	Contractual Cap Expiration Date	N/A						
Non-U.S. Bonds	0.69	Convertibles	0.07	Waiver Expiration Date	N/A						
Preferred	0.01			Total Inv Exp Gross %	0.13						
				Total Inv Exp Gross Per \$1,000 Invested	\$1.30						
				Redemption Fee	-						
				Revenue Sharing %	0.00						

Investment Category: **Target-Date 2055**Inv Manager or Sub-Advisor: **Schwab Funds**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2021 quarter end)						(as of 12/31/2020 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
Schwab Target 2055 Index Fund ^{2,6,7,9,12}	5.24	52.24	12.18	-	-	12.62	14.78	-	-	12.06	8/2016
Benchmark: Morningstar Lifetime Moderate 2055 Index	5.29	53.35	11.06	12.45	9.11	-	12.91	11.61	9.14	11.24	-

Description: The investment seeks to provide capital appreciation and income consistent with its current asset allocation. The fund seeks to achieve its investment objective by investing primarily in affiliated Schwab exchange-traded funds (ETFs). It has a policy to invest, under normal circumstances, at least 80% of its assets (net assets, including, for this purpose, any borrowings for investment purposes) in underlying funds that are managed to seek investment returns that track particular market indices. The fund is managed based on the specific retirement date (target date) included in its name and assumes a retirement age of 65.

Composition (% of Assets) as of 02/28/2021				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	59.50	Non-U.S. Stocks	32.32	Total Inv Exp Net %	0.08		-				
U.S. Bonds	6.56	Cash	1.04	Contractual Cap Expiration Date	N/A						
Non-U.S. Bonds	0.52	Convertibles	0.05	Waiver Expiration Date	N/A						
Preferred	0.01			Total Inv Exp Gross %	0.13						
				Total Inv Exp Gross Per \$1,000 Invested	\$1.30						
				Redemption Fee	-						
				Revenue Sharing %	0.00						

Asset Class: **Balanced/Asset Allocation**

This asset class is generally composed of a combination of fixed income and equity investment options. These investment options may include balanced, asset allocation, target-date, and target-risk investment options. Although typically lower risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value.

Investment Category: **Target-Date 2060+**Inv Manager or Sub-Advisor: **Schwab Funds**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2021 quarter end)						(as of 12/31/2020 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
Schwab Target 2060 Index Fund ^{2,6,7,9,12}	5.42	53.70	12.34	-	-	12.74	14.87	-	-	12.14	8/2016
Benchmark: Morningstar Lifetime Moderate 2060 Index	5.27	53.51	10.98	12.41	9.00	-	12.89	11.57	9.00	11.19	-

Description: The investment seeks to provide capital appreciation and income consistent with its current asset allocation. The fund seeks to achieve its investment objective by investing primarily in affiliated Schwab exchange-traded funds (ETFs). It has a policy to invest, under normal circumstances, at least 80% of its assets (net assets, including, for this purpose, any borrowings for investment purposes) in underlying funds that are managed to seek investment returns that track particular market indices. The fund is managed based on the specific retirement date (target date) included in its name and assumes a retirement age of 65.

Composition (% of Assets) as of 02/28/2021				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	60.79	Non-U.S. Stocks	33.51	Total Inv Exp Net %	0.08		-				
U.S. Bonds	4.45	Cash	0.84	Contractual Cap Expiration Date	N/A						
Non-U.S. Bonds	0.36	Convertibles	0.03	Waiver Expiration Date	N/A						
Preferred	0.01			Total Inv Exp Gross %	0.13						
				Total Inv Exp Gross Per \$1,000 Invested	\$1.30						
				Redemption Fee	-						
				Revenue Sharing %	0.00						

Investment Category: **Target-Date 2065+**Inv Manager or Sub-Advisor: **Schwab Funds**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2021 quarter end)						(as of 12/31/2020 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
Fund will be effective 07/01/2021 Schwab Target 2065 Index Fund ^{6,7,9,12}	-	-	-	-	-	2.10	-	-	-	-	2/2021
Benchmark: Morningstar Lifetime Moderate 2060 Index	5.27	53.51	10.98	12.41	9.00	-	12.89	11.57	9.00	-	-

Description: The investment seeks to provide capital appreciation and income consistent with its current asset allocation. The fund seeks to achieve its investment objective by investing primarily in affiliated Schwab exchange-traded funds (ETFs). These underlying funds invest their assets directly in equity, fixed income, cash and cash equivalents (including money market funds) in accordance with their own investment objectives and policies. The fund is managed based on the specific retirement date (target date) included in its name and assumes a retirement age of 65.

Composition (% of Assets) as of 02/28/2021				Fees & Expenses			# of Transfers Allowed/Time Period				
Cash	50.24	U.S. Stocks	30.59	Total Inv Exp Net %	0.08		-				
Non-U.S. Stocks	16.94	U.S. Bonds	2.04	Contractual Cap Expiration Date	N/A						
Non-U.S. Bonds	0.16	Convertibles	0.02	Waiver Expiration Date	N/A						
				Total Inv Exp Gross %	0.13						
				Total Inv Exp Gross Per \$1,000 Invested	\$1.30						
				Redemption Fee	-						
				Revenue Sharing %	0.00						

Asset Class: **Large U.S. Equity**

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in large, well-established, U.S. companies. These investment options typically carry more risk than fixed income investment options but have the potential for higher returns over longer time periods. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Large Value**Inv Manager or Sub-Advisor: **Principal Global Investors**

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2021 quarter end)						(as of 12/31/2020 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
Equity Income Separate Account A,3,5,11,F	7.55	53.79	13.02	14.07	12.06	9.17	6.77	13.03	11.84	9.10	6/2009	
Benchmark: Russell 1000 Value Index	11.26	56.09	10.96	11.74	10.99	-	2.80	9.74	10.50	-	-	

Description: The investment seeks to provide current income and long-term growth of income and capital. Under normal circumstances, the fund invests at least 80% of its net assets, plus any borrowings for investment purposes, in dividend-paying equity securities at the time of purchase. It usually invests in equity securities of companies with large and medium market capitalizations. The fund invests in value equity securities, an investment strategy that emphasizes buying equity securities that appear to be undervalued.

Composition (% of Assets) as of 02/28/2021			Fees & Expenses				# of Transfers Allowed/Time Period					
U.S. Stocks	83.61	Non-U.S. Stocks	13.70	Total Inv Exp Net %			0.30					1/30 day period
Cash	2.69	Contractual Cap Expiration Date			02/28/2022							
			Waiver Expiration Date				N/A					
			Total Inv Exp Gross %				0.32					
			Total Inv Exp Gross Per \$1,000 Invested				\$3.20					
			Redemption Fee				-					
			Revenue Sharing %				0.00					

Investment Category: **Large Blend**Inv Manager or Sub-Advisor: **Fidelity Management & Research**

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2021 quarter end)						(as of 12/31/2020 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
Fidelity 500 Index Fund 2,10,H	6.18	56.34	16.77	16.28	13.90	13.84	18.40	15.21	13.87	13.51	5/2011	
Benchmark: Russell 1000 Index	5.91	60.59	17.31	16.66	13.97	-	20.96	15.60	14.01	-	-	

Description: The investment seeks to provide investment results that correspond to the total return performance of common stocks publicly traded in the United States. The fund normally invests at least 80% of assets in common stocks included in the S&P 500(R) Index, which broadly represents the performance of common stocks publicly traded in the United States. It lends securities to earn income.

Composition (% of Assets) as of 02/28/2021			Fees & Expenses				# of Transfers Allowed/Time Period					
U.S. Stocks	98.94	Non-U.S. Stocks	0.88	Total Inv Exp Net %			0.02					1/60 day period
Cash	0.18	Contractual Cap Expiration Date			N/A							
			Waiver Expiration Date				N/A					
			Total Inv Exp Gross %				0.02					
			Total Inv Exp Gross Per \$1,000 Invested				\$0.20					
			Redemption Fee				-					
			Revenue Sharing %				0.00					

Asset Class: **Large U.S. Equity**

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in large, well-established, U.S. companies. These investment options typically carry more risk than fixed income investment options but have the potential for higher returns over longer time periods. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Large Growth**Inv Manager or Sub-Advisor: **Fidelity Management & Research**

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2021 quarter end)						(as of 12/31/2020 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
Fidelity Large Cap Growth Index Fund ^{2,H}	0.97	62.62	22.73	-	-	21.46	38.43	-	-	22.49	6/2016	
Benchmark: Russell 1000 Growth Index	0.94	62.74	22.80	21.05	16.63	-	38.49	21.00	17.21	22.56	-	

Description: The investment seeks to provide investment results that correspond to the total return of stocks of large capitalization U.S. companies. The fund normally invests at least 80% of its assets in securities included in the Russell 1000(R) Growth Index, which is a market capitalization-weighted index designed to measure the performance of the large-cap growth segment of the U.S. equity market. The adviser lends securities to earn income for the fund.

Composition (% of Assets) as of 02/28/2021				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	99.43	Cash	0.43	Total Inv Exp Net %			1/60 day period				
Non-U.S. Stocks	0.15	Contractual Cap Expiration Date			N/A						
				Waiver Expiration Date			N/A				
				Total Inv Exp Gross %			0.04				
				Total Inv Exp Gross Per \$1,000 Invested			\$0.40				
				Redemption Fee			-				
				Revenue Sharing %			0.00				

Asset Class: **Small/Mid U.S. Equity**

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in small- to medium-sized U.S. companies. These investment options typically carry more risk than larger U.S. equity investment options but have the potential for higher returns. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Mid Cap Value**Inv Manager or Sub-Advisor: **Fidelity Management & Research**

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2021 quarter end)						(as of 12/31/2020 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
Fidelity Mid Cap Value Index Fund ^{1,2,H}	12.99	73.19	-	-	-	14.55	4.74	-	-	7.87	7/2019	
Benchmark: Russell Midcap Value Index	13.05	73.76	10.70	11.60	11.05	-	4.96	9.73	10.49	8.11	-	

Description: The investment seeks to provide investment results that correspond to the total return of stocks of mid-capitalization U.S. companies. The fund normally invests at least 80% of assets in securities included in the Russell Midcap(R) Value Index, which is a market capitalization-weighted index designed to measure the performance of the mid-cap value segment of the U.S. equity market.

Composition (% of Assets) as of 02/28/2021				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	96.68	Non-U.S. Stocks	2.10	Total Inv Exp Net %			1/60 day period				
Cash	1.22	Contractual Cap Expiration Date			N/A						
				Waiver Expiration Date			N/A				
				Total Inv Exp Gross %			0.05				
				Total Inv Exp Gross Per \$1,000 Invested			\$0.50				
				Redemption Fee			-				
				Revenue Sharing %			0.00				

Asset Class: **Small/Mid U.S. Equity**

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in small- to medium-sized U.S. companies. These investment options typically carry more risk than larger U.S. equity investment options but have the potential for higher returns. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Mid Cap Growth**Inv Manager or Sub-Advisor: **Dreyfus**

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2021 quarter end)						(as of 12/31/2020 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
BNY Mellon Small/Mid Cap Growth I Fund 1,E	-3.52	90.10	27.48	25.64	17.29	13.67	68.49	26.46	18.82	13.91	8/1990	
Benchmark: Russell Midcap Growth Index	-0.57	68.61	19.41	18.39	14.11	-	35.59	18.66	15.04	-	-	

Description: The investment seeks long-term growth of capital. To pursue its goal, the fund normally invests at least 80% of its net assets, plus any borrowings for investment purposes, in equity securities of small-cap and mid-cap U.S. companies. The adviser currently considers small-cap and mid-cap companies to be those with total market capitalizations that are equal to or less than the total market capitalization of the largest company included in the Russell 2500(TM) Growth Index (the index), the fund's benchmark index. The fund is non-diversified.

Composition (% of Assets) as of 02/28/2021				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	96.75	Non-U.S. Stocks	2.25	Total Inv Exp Net %	0.73		4/12 month period				
Cash	1.00			Contractual Cap Expiration Date	N/A						
				Waiver Expiration Date	N/A						
				Total Inv Exp Gross %	0.73						
				Total Inv Exp Gross Per \$1,000 Invested	\$7.30						
				Redemption Fee	-						
				Revenue Sharing %	0.25						

Investment Category: **Small Value**Inv Manager or Sub-Advisor: **Fidelity Management & Research**

Investment Option Name	Average Annual Total Return											
	(as of 03/31/2021 quarter end)						(as of 12/31/2020 year end)					Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept		
Fidelity Small Cap Value Index Fund 1,2,H	21.12	96.89	-	-	-	20.36	4.48	-	-	9.02	7/2019	
Benchmark: Russell 2000 Value Index	21.17	97.05	11.57	13.56	10.06	-	4.63	9.65	8.66	9.18	-	

Description: The investment seeks to provide investment results that correspond to the total return of stocks of small-capitalization U.S. companies. The fund normally invests at least 80% of assets in securities included in the Russell 2000(R) Value Index, which is a market capitalization-weighted index designed to measure the performance of the small-cap value segment of the U.S. equity market.

Composition (% of Assets) as of 12/31/2020				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Stocks	98.13	Non-U.S. Stocks	1.09	Total Inv Exp Net %	0.05		1/60 day period				
Cash	0.78			Contractual Cap Expiration Date	N/A						
				Waiver Expiration Date	N/A						
				Total Inv Exp Gross %	0.05						
				Total Inv Exp Gross Per \$1,000 Invested	\$0.50						
				Redemption Fee	-						
				Revenue Sharing %	0.00						

Asset Class: **International Equity**

This asset class is composed of investment options that invest in stocks, or shares of ownership in companies with their principal place of business or office outside the United States. These investment options often carry more risk than U.S. equity investment options but may have the potential for higher returns. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Foreign Large Blend**

Inv Manager or Sub-Advisor: **Fidelity Management & Research**

Investment Option Name	Average Annual Total Return										
	(as of 03/31/2021 quarter end)						(as of 12/31/2020 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
Fidelity Global ex U.S. Index Fund ^{4,10,H}	3.64	49.89	6.41	9.86	-	6.68	10.71	9.03	-	6.45	9/2011
Benchmark: MSCI ACWI Ex USA Index	3.49	49.41	6.51	9.76	4.93	-	10.65	8.93	4.92	6.46	-

Description: The investment seeks to provide investment results that correspond to the total return of foreign developed and emerging stock markets. The fund invests at least 80% of assets in securities included in the MSCI ACWI (All Country World Index) ex USA Index and in depository receipts representing securities included in the index. The advisor uses statistical sampling techniques based on such factors as capitalization, industry exposures, dividend yield, price/earnings (P/E) ratio, price/book (P/B) ratio, earnings growth, country weightings, and the effect of foreign taxes to attempt to replicate the returns of the MSCI ACWI (All Country World Index) ex USA Index.

Composition (% of Assets) as of 02/28/2021				Fees & Expenses			# of Transfers Allowed/Time Period		
Non-U.S. Stocks	96.01	Cash	3.34	Total Inv Exp Net %	0.06		1/60 day period		
U.S. Stocks	0.58	Other	0.06	Contractual Cap Expiration Date	N/A				
Preferred	0.01			Waiver Expiration Date	N/A				
				Total Inv Exp Gross %	0.06				
				Total Inv Exp Gross Per \$1,000 Invested	\$0.60				
				Redemption Fee	-				
				Revenue Sharing %	0.00				

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

Before directing retirement funds to a separate account, investors should carefully consider the investment objectives, risks, charges, and expenses of the separate account as well as their individual risk tolerance, time horizon and goals. For additional information, contact us at 1-800-547-7754.

The value of the investment options will fluctuate so that when redeemed, shares or units may be worth more or less than the original cost.

An investment's past performance is not necessarily an indication of how the investment will perform in the future.

Since inception benchmark returns are displayed on the Investment Option Summary for investments that are less than 10 years old. The benchmark reflecting the Since Inception return is the Morningstar Category index. For some Sub-Advised investment options, two benchmarks will be displayed on the Investment Option Summary and the secondary index reflecting the Since Inception Return is the Morningstar Category index.

Investment Options may charge a short-term trading or redemption fee to protect the interests of long-term Contractholders.

^A Separate Accounts are available through a group annuity contract with Principal Life Insurance Company. Insurance products and plan administrative services, if applicable, are provided by Principal Life Insurance Company, a member of the Principal Financial Group, Des Moines, IA 50392. See the fact sheet for the full name of the Separate Account. Certain investment options may not be available in all states or U.S. commonwealths. Principal Life Insurance Company reserves the right to defer payments or transfers from Principal Life Separate Accounts as described in the group annuity contracts providing access to the Separate Accounts or as required by applicable law. Such deferment will be based on factors that may include situations such as: unstable or disorderly financial markets; investment conditions which do not allow for orderly investment transactions; or investment, liquidity, and other risks inherent in real estate (such as those associated with general and local economic conditions). If you elect to allocate funds to a Separate Account, you may not be able to immediately withdraw them.

Returns shown for periods of less than one year are not annualized. All returns displayed here are after net Total Investment Expense of the investment option.

For a Separate Account investment option, Total Investment Expense net equals the sum of these expenses: (a) the amount of money, expressed as a percentage, deducted for the costs of managing a separate account where applicable, fees for plan administrative services and agent compensation, plus (b) if the separate account invests in an underlying mutual fund, the total fund operating expenses of the underlying mutual fund, plus (c) if an underlying mutual fund invests in other mutual funds, the weighted-average management fee of those other mutual funds, as listed in the most recent prospectus. The actual gross Total Investment Expense may change if an underlying mutual fund's allocation of assets to other mutual funds changes.

For a Mutual Fund investment option, Total Investment Expense gross equals the sum of (a) the total fund operating expenses plus (b) if the mutual fund invests in other mutual funds, the weighted-average management fee of those other mutual funds, as listed in the most recent prospectus. The actual Total Investment Expense may change if the mutual fund investment option's allocation of assets to other mutual funds changes.

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

Several investment companies have decided to impose redemption fees and/or transfer restrictions on certain plan and/or participant transactions. One or more of the investment options in your employer's retirement plan may be impacted. For more information, visit The Principal Web site at principal.com.

Any operating expenses of a mutual fund or underlying mutual fund that are part of net Total Investment Expense are obtained from the mutual fund's most recent prospectus. The operating expenses shown as part of net Total Investment Expense include voluntary expense limits and fee credit.

These results are for the investment options available through your Plan Sponsor's retirement plan, and may be different from the results for other retirement plans. Past performance is not a guarantee of future results. Principal values and investment returns will fluctuate so that values upon redemption may be worth more or less than original costs. Total returns illustrated are net of investment expenses and management fees.

Principal Life is an investment manager as defined in ERISA with regard to its Separate Accounts.

Since inception returns are only shown for funds/accounts in existence for less than 10 years.

- ¹ Small-cap and mid-cap investment options are subject to more fluctuation in value and may have additional risks than other investment options with stocks of larger, more stable companies.
- ² Each index based investment option is invested in the stocks or bonds of the index it tracks. Performance of indexes reflects the unmanaged results for the market segment the selected stocks or bonds represent. There is no assurance an index based investment option will match the performance of the index tracked.
- ³ This Separate Account invests solely in the least expensive share class of the Principal Funds. All voting rights associated with ownership of shares in the mutual fund are the rights of the Separate Account, not of contract holders investing in the Separate Account. For further information on the underlying mutual fund, see the prospectus of the fund.
- ⁴ International and global investment options are subject to additional risk due to fluctuating exchange rates, foreign accounting and financial policies, and other economic and political environments.
- ⁵ These calculated returns reflect the historical performance of the oldest share class of the fund, adjusted to reflect a portion of the fees and expenses of this share class. For time periods prior to inception date of the fund, predecessor performance is reflected. Please see the fund's prospectus for more information on specific expenses, and the fund's most recent shareholder report for actual date of first sale. Expenses are deducted from income earned by the fund. As a result, dividends and investment results will differ for each share class.
- ⁶ 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.
- ⁷ 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.
- ⁸ 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.
- 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 Investment manager/sub-advisor means either the Investment Advisor or Sub-Advisor to the investment option or the underlying asset(s). Principal Life Insurance Company is the Investment Manager as defined by ERISA, with regard to the assets of the Separate Accounts. Principal Global Investors is a member of the Principal Financial Group.

- ¹² 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.
- 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.
- H Investment option limits transfer activity. Once the number of allowed transfers is met, participants are not allowed to transfer back into an investment option which they have transferred out more than the threshold amount until the holding period elapses. All participant investment transfers and non-scheduled rebalancing activity more than the threshold amount are counted toward the number of transfers allowed. Contributions into the investment option are not impacted. Participants may still transfer out to different investment options, money market, or Guaranteed options.
- Principal Life works with each fund family to implement each funds' policy and establish frequent trading guidelines that best mirror Prospectus language. Mutual Fund Network investment managers have the ability to monitor for excessive trading and may enforce frequent purchase limitations in addition to or in lieu of policy monitored by Principal Life Insurance Company. Please refer to the Prospectus for verification.

Benchmark Descriptions

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

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

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

Bloomberg Barclays US Treas TIPS Index consists of inflation-protected securities issued by the U.S. Treasury.

Russell Midcap Value Index is a market-weighted total return index that measures the performance of companies within the Russell Midcap index having lower price-to-book ratios and lower forecasted growth values.

Morningstar Lifetime Moderate 2060 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2060. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. This Index does not incorporate Environmental, Social, or Governance (ESG) criteria.

MSCI ACWI Ex USA Index is a free float-adjusted market capitalization index that is designed to measure the combined equity market performance of developed and emerging market countries excluding the US.

Morningstar Lifetime Moderate 2020 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2020. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. This Index does not incorporate Environmental, Social, or Governance (ESG) criteria.

Morningstar Lifetime Moderate 2025 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2025. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. This Index does not incorporate Environmental, Social, or Governance (ESG) criteria.

Morningstar Lifetime Moderate 2030 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2030. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. This Index does not incorporate Environmental, Social, or Governance (ESG) criteria.

Morningstar Lifetime Moderate 2035 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2035. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. This Index does not incorporate Environmental, Social, or Governance (ESG) criteria.

Bloomberg Barclays 1-3 Yr Government Index is comprised of both the Treasury Bond Index and the Agency Bond Index.

Russell 1000 Growth Index is a market-capitalization weighted index of those firms in the Russell 1000 with higher price-to-book ratios and higher forecasted growth values.

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

Morningstar Lifetime Moderate 2040 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2040. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. This Index does not incorporate Environmental, Social, or Governance (ESG) criteria.

Russell 1000 Value Index is a market-capitalization weighted index of those firms in the Russell 1000 with lower price-to-book ratios and lower forecasted growth values.

Morningstar Lifetime Moderate 2045 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2045. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. This Index does not incorporate Environmental, Social, or Governance (ESG) criteria.

Morningstar Lifetime Moderate 2050 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2050. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. This Index does not incorporate Environmental, Social, or Governance (ESG) criteria.

Morningstar Lifetime Moderate 2010 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2010. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. This Index does not incorporate Environmental, Social, or Governance (ESG) criteria.

Morningstar Lifetime Moderate 2015 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2015. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. This Index does not incorporate Environmental, Social, or Governance (ESG) criteria.

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