

Important information about the ITS Technologies & Logistics, LLC 401(k) Retirement Savings Plan

You have the opportunity to save for retirement through the retirement plan. You have previously received a notice with information about fees associated with this retirement plan. This notice contains an update for you regarding those fees.

Effective 06/15/2021, an annual fee of 0.50% will apply to your account balance if you enroll in Target My Retirement®. One-twelfth of the annual fee will be deducted from your account balance each month you participate and use Target My Retirement. **Note:** This fee is waived through 09/12/2021.

To learn more

To learn more about the retirement plan, fees, and the investment options available under the plan, visit principal.com.

Investing involves risk, including possible loss of principal.

Asset allocation and diversification does not ensure a profit or protect against a loss. **Equity** investment options involve greater risk, including heightened volatility, than fixed-income investment options.

Target My Retirement is a managed account program. Principal retained Morningstar Investment Management LLC as an investment adviser to create and manage the Target My Retirement investment strategies. This service is offered by Morningstar Investment Management LLC, a registered investment adviser and subsidiary of Morningstar, Inc., and is intended for citizens or legal residents of the United States or its territories. The Morningstar name and logo are registered marks of Morningstar, Inc. For more information regarding Target My Retirement, log in to your account on principal.com or call 1-800-754-7754.

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