



## Plan Summary



### Eligibility and entry

<b>All employees eligible for the plan</b>	No
<b>Exclusions</b>	<ul style="list-style-type: none"> <li>- All bargaining employees, unless participation is allowed by the collective bargaining agreement</li> <li>- Nonresident alien with no U.S. income</li> <li>- Leased employee</li> <li>- Employees employed: by the Employer who is a Resident of Puerto Rico</li> </ul>

#### Requirements for all contributions

<b>Age</b>	18
<b>Service</b>	90 days of service
<b>Hours of service</b>	Not applicable
<b>Entry service period</b>	Not applicable
<b>Entry date</b>	Immediate



### Deferrals and employee contributions

<b>Elective deferral contributions</b>	Allowed	Elective deferral (pre-tax) Catch-up deferral (pre-tax) Roth deferral (after-tax) Roth catch-up deferral (after-tax)
<b>Minimum deferral</b>	None	
<b>Maximum deferral</b>	100%	
<b>When deferrals can be changed</b>	Any date	
<b>When deferrals can be stopped</b>	Any date	
<b>Rollovers</b>	Allowed	

## Plan Summary continued



### Employer contributions

<b>Matching contributions</b>	Allowed Match formula: Discretionary Catch-up contributions matched: Yes Vesting schedule: 1 Year = 20%, 2 Years = 40%, 3 Years = 60%, 4 Years = 80%, 5 Years = 100%
<b>Discretionary contributions</b>	Allowed Vesting schedule: 1 Year = 20%, 2 Years = 40%, 3 Years = 60%, 4 Years = 80%, 5 Years = 100%
<b>Additional contributions</b>	Allowed Vesting schedule: 1 Year = 20%, 2 Years = 40%, 3 Years = 60%, 4 Years = 80%, 5 Years = 100%
<b>Qualified nonelective contributions</b>	Allowed Vesting schedule: Immediate



### Loans

<b>Loans allowed</b>	Number of outstanding loans allowed: 2 Number allowed in a 12-month period: 1 Interest rate: determined when you apply
<b>Minimum amount</b>	\$1,000
<b>Maximum amount</b>	The lesser of: \$50,000, or 50% of the participant's vested account reduced by any outstanding loan balance
<b>Vested contributions available</b>	Refer to Summary Plan Description or Loan Policy
<b>Term of loan</b>	5 years, longer durations may be allowed if loan is taken for the purpose of purchasing a primary residence



### In-service withdrawal options

<b>Age 59 1/2</b>	Availability: anytime
<b>Financial hardship</b>	Availability: anytime
<b>Rollover</b>	Availability: anytime
<b>Voluntary</b>	Availability: anytime
<b>Qualified reservist distribution</b>	Availability: anytime

## Plan Summary continued



### Retirement and other benefits

<b>Normal retirement age</b>	65	
<b>Normal retirement date</b>	The date you reach your normal retirement age	
<b>Start of retirement benefits before termination from employment</b>	On or after the later of: <ul style="list-style-type: none"> <li>· Your normal retirement date</li> <li>· Age 59 1/2</li> </ul>	
<b>Early retirement</b>	Allowed	Must be 55 years old Must have 5 years of vesting service
<b>Early retirement date</b>	The date you reach your early retirement age and have a severance from employment	
<b>Small amounts force out limit</b>	\$5,000	Rollovers are not included in this amount Automatic rollover distribution: <ul style="list-style-type: none"> <li>· An individual retirement plan designated by the plan administrator</li> </ul>
<b>Total disability</b>	Allowed	Must have a severance from employment: Tied to Social Security disability
<b>Deemed severance for military service</b>	Allowed	
<b>Distribution at termination of employment</b>	Allowed	
<b>Distribution at death</b>	Required	

## Plan Summary continued

### Other information

This plan summary includes a brief description of your employer's retirement plan features. While this plan summary outlines many of the major provisions of your employer's retirement plan, this summary does not provide you with every plan detail. The legal plan document, which governs this plan, provides full details. If there are any discrepancies between this plan summary and the legal plan document, the legal plan document will govern.

From time to time, your employer may elect to amend the retirement plan provisions. This plan summary may be updated to reflect proposed amendments to the plan document provisions. Until a plan amendment is adopted, however, the legal plan document will govern. Contact your plan sponsor if you would like more details regarding applicable retirement plan provisions.

If you have questions about the retirement plan or your account information call **1-800-547-7754** Monday through Friday, 7 a.m. - 9 p.m. (Central time), to speak to a retirement specialist at The Principal®.

**To learn more about The Principal® or to access your account information, visit [principal.com](https://www.principal.com).**

Insurance products and plan administrative services are provided by Principal Life Insurance Company, a member of the Principal Financial Group® (The Principal®), Des Moines, IA 50392.