

# 401(k) Plan (Principal Financial)

Automatic Enrollment	<ul style="list-style-type: none"><li>• Colleagues are eligible to enroll as early as their hire date. If colleagues do not enroll within the first month of employment, they will automatically be enrolled at a 4% contribution rate in the Traditional 401(k) plan. This will be deducted from a colleague's paychecks starting on the paycheck following 30 days of employment.</li></ul>
Account Changes	<ul style="list-style-type: none"><li>• <b>Changes Procedure:</b> Colleagues can make changes to their personal 401(k) account at <a href="http://www.principal.com">www.principal.com</a> to opt out of the automatic enrollment in the plan by contributing 0%, change contribution rate, or change to a Roth 401(k) and make After-Tax contributions.</li><li>• <b>Rolling Over a Prior 401(k):</b> To roll over a prior 401(k), contact your former financial institution for any forms they require to request a rollover distribution. Then, to begin the rollover process call Principal Financial at 1-800-547-7754 and reference the contract ID # 453863.</li></ul>
Matching Program	<ul style="list-style-type: none"><li>• The company provides a 401(k)-plan matching contribution each year. The company matches 50% on the eligible colleague's first \$6,500 contribution. For full details, please review the annual Matching Program details on <a href="#">Convergent SharePoint</a></li></ul>
Vesting Schedule	<ul style="list-style-type: none"><li>• <b>Colleague Contribution Vesting:</b> Colleagues are 100% vested in the funds they contribute to their 401(k) account.</li><li>• <b>Employer Contribution Vesting:</b> Colleagues become 100% vested after 3 years of tenure, and all colleagues joining the 401(k) plan through an acquisition will receive credit for their tenure with the acquired company for vesting purposes, based on the adjusted hire date provided by the acquired company.</li></ul>
Resources	<ul style="list-style-type: none"><li>• <a href="http://www.principal.com">www.principal.com</a> or 1-800-547-7754 and reference the contract ID # 453863.</li><li>• Watch <a href="#">this webinar for an overview of the 401k plan</a>. Register for webinars at <a href="http://principal.com/LearnNow">principal.com/LearnNow</a></li><li>• For independent 401(k) advice, Spectrum Investment Advisors available to enrolled colleagues, free of charge, at 800-242-47358 or <a href="mailto:sia@spectruminvestor.com">sia@spectruminvestor.com</a> M-F 8:30am – 5:00pm CST</li></ul>

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Consider saving as much as you can, as early as you can

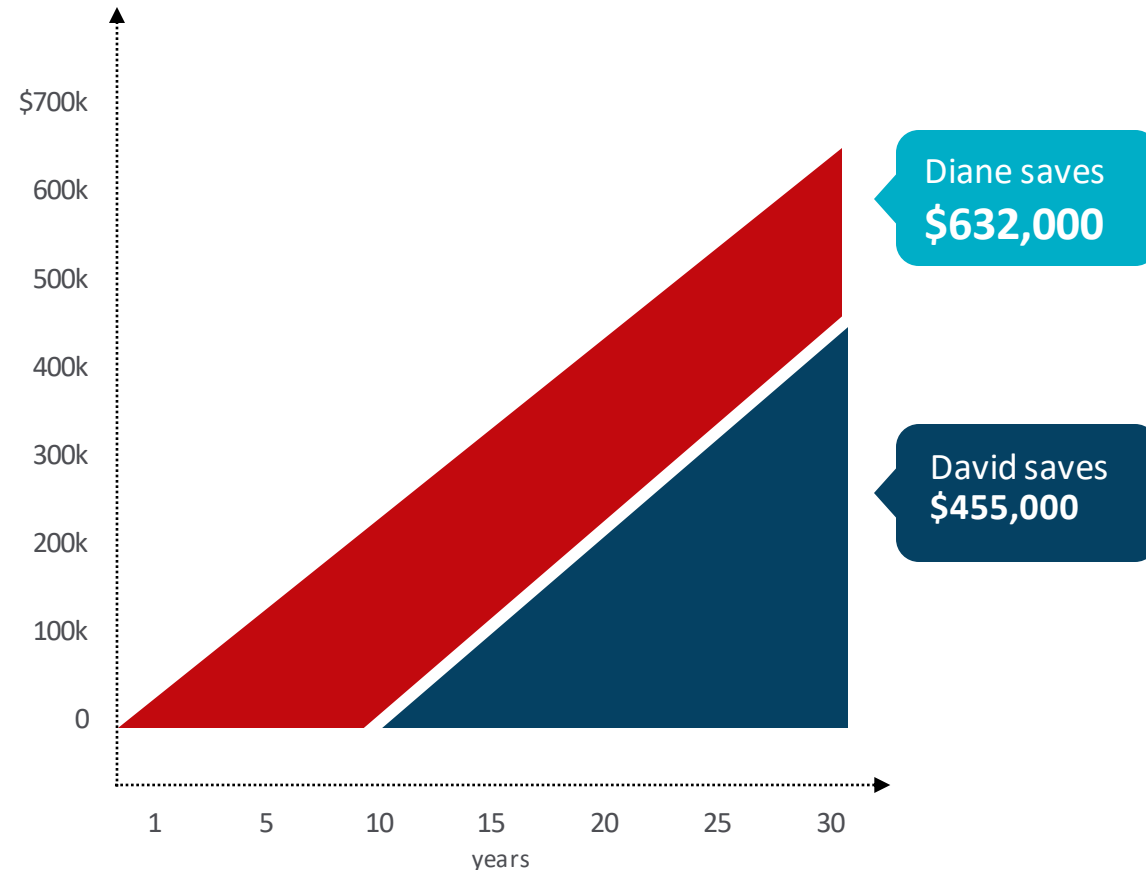
## Potential savings

Diane begins to contribute 6% of her pay right away.

Total contributions  
**\$264,000\***

David begins to contribute 6% of his pay after 10 years.

Total contributions  
**\$222,700\***



This chart assumes a starting salary of \$60,000, 3.0% annual salary raise, an employer match of 100% on the first 1% deferrals, 50% of the next 4% deferrals and 25% on the next 4% deferrals and a 6.0% annual rate of return on investment, compounded biweekly. This example is for illustrative purposes only. The assumed rate of return is hypothetical and does not guarantee any future returns nor represent the return of any particular investment option. Amounts shown do not reflect the impact of taxes on pre-tax distributions. Individual taxpayer circumstances may vary.

\*Total contributions include employee and organization match contributions.