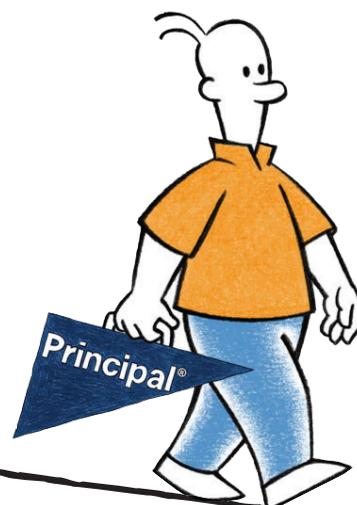


3 steps that could change retirement

That's all it takes to enroll in your employer's retirement savings plan

NORTHERN CALIFORNIA INSTITUTE FOR RESEARCH AND EDUCATION



This workbook content is current as of the production date noted below. If there are any discrepancies between this information and the legal plan document, the legal plan document will govern. If the production date is older than three months or past an investment performance end, you should contact your plan sponsor or log in to principal.com for current retirement plan and investment option information. The member companies of the Principal Financial Group® prohibit the manipulation of this workbook content. If your plan sponsor elects to provide this workbook electronically, The Principal® is not responsible for any unauthorized changes.

05/17/2012

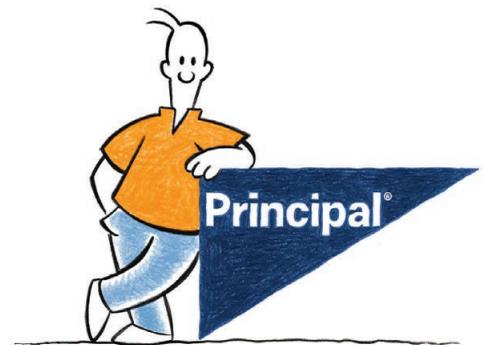
It's all about your future

One of the best ways to save for your retirement is by enrolling in your employer's retirement savings plan. Follow these three steps to enroll, and you can be on your way to developing a more secure financial future.

1 Decide how much
you need to save

2 Choose the
investment options

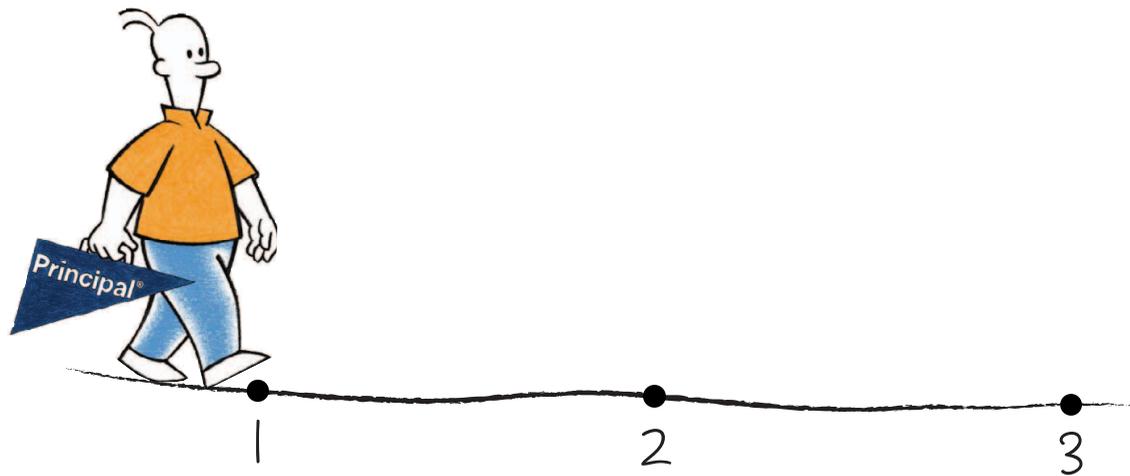
3 Enroll now:
Start saving today



Contact us today to find out more.

 principal.com

 1-800-547-7754



1

Decide how much you need to save

The sooner you enroll in your employer's retirement savings plan, the sooner you start saving for your goals. In this section, we'll help you figure out how much you may need to save, but first there are some important things that you should know.

Start today!

It's more important than ever to save for retirement. Social Security benefits aren't likely to provide you with sufficient income when you stop working. That's where your employer's retirement savings plan comes in. It can help you save some of the extra funds you'll need. It can also provide additional benefits that you don't get from some other savings accounts, such as reducing your current taxable income.

Got a question? We're here to help!

 [principal.com](https://www.principal.com)
 1-800-547-7754

IMPORTANT ENROLLMENT INFORMATION

In Step 3 of this workbook, you will find enrollment instructions and/or an enrollment form.

- If there are enrollment instructions, you may complete your enrollment online at [principal.com](https://www.principal.com) or by calling 1-800-547-7754.
- If there is an enrollment form, you may follow the instructions throughout the workbook to complete the enrollment form.

See how easy it can be

to enroll in your employer’s retirement savings plan. Simply follow the steps in this workbook. You will be provided with information related to enrollment decisions you need to make starting in Step 1 with the percentage of your pay you want to contribute. Once you’ve enrolled, the contributions will be automatically deducted from your pay.

Compound earnings

Over time, contributions inside the retirement savings plan may grow because earnings are reinvested. Earnings can be generated on both your original contributions and the reinvested earnings. Generally, the longer retirement savings remain in the plan, the greater the compounding effect.

Benefit of tax-deferred savings

A retirement savings plan both helps to build savings for your future and can potentially reduce the amount of tax you pay today. This is because pre-tax contributions to a retirement plan are generally not subject to federal income tax until they are withdrawn.

You also defer taxation on any earnings from the pre-tax contributions held inside the plan until they are taken out. This can help retirement savings grow faster. Plus, making pre-tax contributions to the retirement plan can reduce your current taxable income for the year.

Withdrawals prior to age 59½ may be subject to income tax including a 10% tax penalty and redemption costs.

HOW IT WORKS

	6% Contribution	No Contribution
Biweekly Pay	\$1,346.15	\$1,346.15
Contribution	\$80.77	\$0
Taxable Income	\$1,265.38	\$1,346.15
Taxes <small>(assuming 25% tax bracket)</small>	\$316.35	\$336.54
Take Home Pay	\$949.03	\$1,009.61
Tax Savings	\$20.19	

This chart assumes tax withholding of 25%. Individual taxpayer circumstances may vary. This is for illustrative purposes only.

The \$80.77 contribution only reduced the pay by \$60.58 (\$1,009.61 - \$949.03 = \$60.58).

WHY TIME IS MONEY

It’s important to start saving for retirement now. Consider the case of Diane and David, each age 35, who both earn a starting salary of \$35,000 and hope to retire at age 65.



DIANE

Diane gets off to an early start and begins to contribute 8 percent of her pay per year right away.

Total Contribution
\$157,038

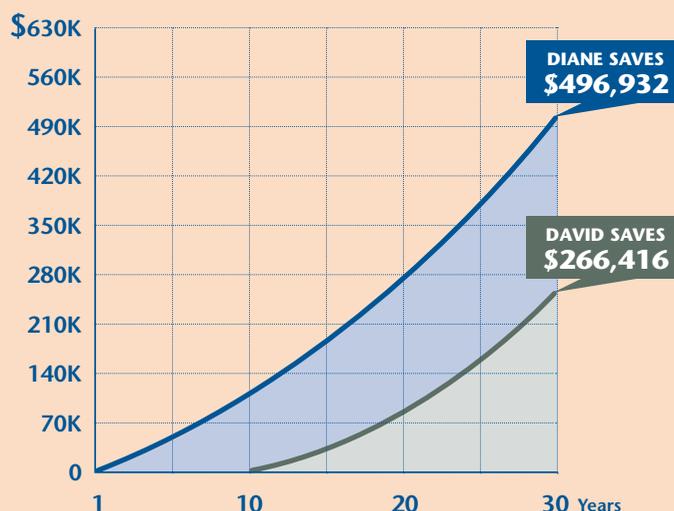


DAVID

David drags his heels and doesn’t start saving 8 percent of his pay until he has been employed for 10 years.

Total Contribution
\$123,421

SAVINGS IN 30 YEARS



This chart assumes a 4% annual salary increase each year, an 8% salary contribution and an 8% 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.

By starting 10 years earlier, Diane’s retirement savings can end up being almost double those of David’s.

LESSON LEARNED: DON’T DELAY!

How much will you need?

The amount of income you'll need after you stop working depends upon a number of different factors such as your retirement goals and level of debt.

A little can mean a lot

The good news is that your employer's retirement savings plan makes it easier to save than you'd think. You pick an amount you want to save each pay period, and it's contributed to the retirement plan on your behalf. Chances are, for little more than the price of a few dinners out each month, you can start working toward your retirement savings goals.

Age 50 or above?

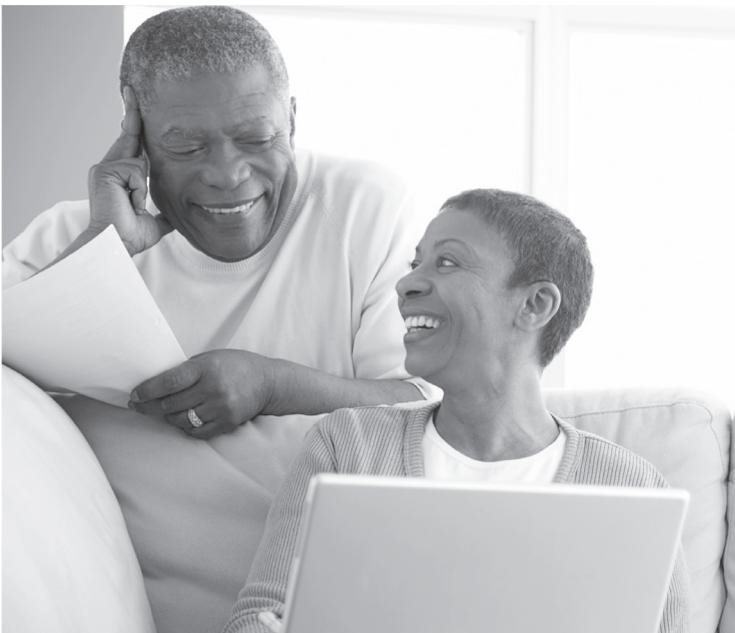
Boost your retirement contributions

If you're age 50 or over, you can make catch-up contributions over specified limits within the IRS Code and the retirement plan, up to a certain dollar amount. For 2012, in addition to the standard annual maximum IRS limit of \$17,000, you can contribute an extra \$5,500. See your employer for details.



Got a question? We're here to help!

 principal.com
 1-800-547-7754



Step it up

Looking for a way to help you stay on track with your retirement goals? Step up your contribution automatically by gradually increasing your pre-tax contributions each year. Simply select the **Principal Step Ahead Retirement OptionSM** (Principal Step Ahead) on your enrollment form, or follow the enrollment instructions. It allows you to pick a percentage by which you want your pre-tax contribution to be increased and the total number of years you want it to be stepped ahead (subject to plan limits).

If at any time you wish to change the percentage you pick or opt out of Principal Step Ahead, you are free to do so.



WHERE SHOULD I START?

When deciding the percentage of your pay you want to save, you may wish to choose one of the following options:

1 THE ESTIMATED IMPACT ON YOUR TAKE HOME PAY

A common misconception many people have is that they don't earn enough to start saving for their retirement. But the important thing to consider is to start saving at least a small percentage of your pay as soon as possible. If you can't afford to contribute as much as you'd like right away, don't worry. You can opt to increase the rate at which you save in the future. The table on the right shows some examples of how various contributions could impact a biweekly pay.

Enter the estimated percentage you can afford to save: _____ %

Current Annual Salary	Salary Contribution				
	4%	6%	8%	10%	12%
\$20,000	\$23	\$35	\$46	\$58	\$69
\$30,000	\$35	\$52	\$69	\$87	\$104
\$40,000	\$46	\$69	\$92	\$115	\$138
\$60,000	\$69	\$104	\$138	\$173	\$208
\$80,000	\$92	\$138	\$185	\$231	\$277
\$100,000	\$115	\$173	\$231	\$288	\$346

Participant is paid biweekly (26 times a year). This chart assumes tax withholding of 25%. Individual taxpayer circumstances may vary. Reduced take-home pay per week is accurate for the initial year and would change based on participant's annual pay. This is for illustrative purposes only.

2 AN AMOUNT TO HELP GENERATE THE INCOME YOU'LL NEED IN RETIREMENT

Many people need about 85 percent of their pre-retirement income to maintain their current lifestyle after they stop working. To calculate the percentage of your current income to help you meet your goal, turn to the **Retirement Savings Worksheet** at the back of this workbook. Then, for quick reference, record this percentage on the line below.

Enter the percentage you calculated: _____ %

Need help? We have tools and resources that can help you determine an amount to save for retirement.

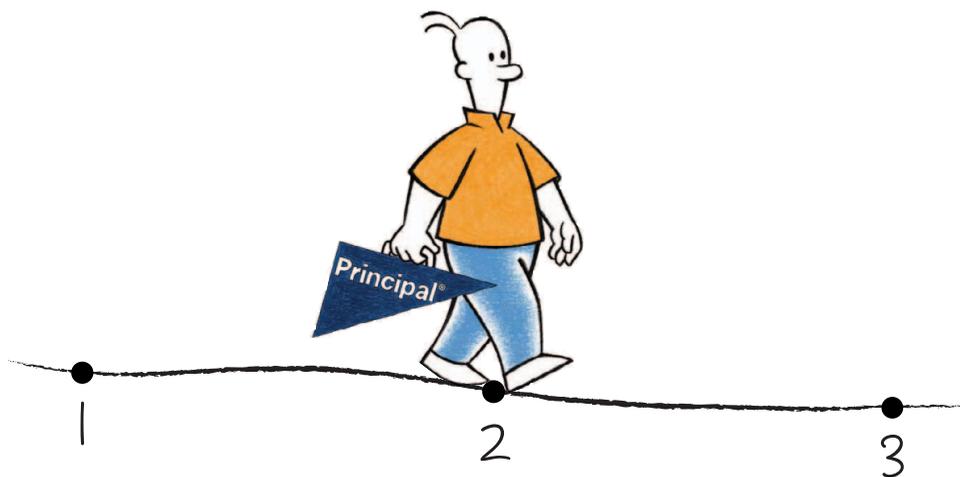
 principal.com
 1-800-547-7754

Write the percentage of your pay you wish to contribute on your enrollment form, or follow the enrollment instructions.



In a recent survey, the median response from financial professionals was that **individuals need to save approximately 15% of their pay, including employer contributions (if applicable)**, to have enough income during retirement, assuming they begin saving for retirement early in their careers.*

*America Rebuilds Research with Financial Advisors, June 2011, conducted by Harris Interactive on behalf of the Principal Financial Group®. When looking at all responses in the survey, the median is the middle of the responses given.



2 Choose the investment options

It's easier than you think! In this section, we'll provide you with access to information you need to help elect investment options that are available through your employer's retirement plan.

What's your investment style?

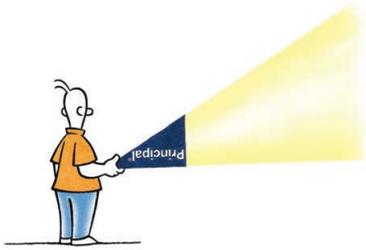
Before electing specific investment options, it's important to carefully consider how actively involved you want to be when it comes to managing the asset allocation of the retirement savings account.

If you prefer to control your own investment option elections, your employer's retirement savings plan enables you to do this. It provides you with a wide range of investment options from which to choose — even for those investors who want a little help.



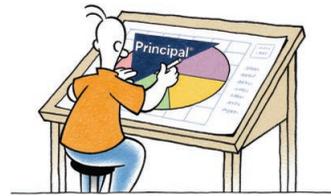
WHAT KIND OF INVESTOR ARE YOU?

Uncertain about which investment options to choose? This workbook contains information that can help you develop an investment strategy.



- You may want a faster way to start investing now.
- You want asset allocation assistance.

— OR —



- You prefer to build your own portfolio.
- You enjoy monitoring your own investment options.

Read the “Choose Your Own Asset Allocation” pages in the workbook to learn more about some of the key principles of investing.

You have the freedom to elect from a wide range of investment options. Refer to your enrollment form and Investment Option Summary for detailed information.

LEARN MORE ABOUT YOUR INVESTOR STYLE

Taking the quiz on the following page can help you choose an investment strategy that corresponds to your quiz results.*

*Please keep in mind that this information is a guideline and for educational purposes only. It isn't intended to tell you how to invest.

Determine your investor profile

Spreading your retirement plan contributions across different investment categories can help to balance your risk and potential return. Take the following quiz to help you choose a strategy suited to your personal situation. Check the boxes that most apply to you.

1 How would you respond to the following statement?
Protecting retirement savings from loss is more important to me than earning high returns.

- Strongly agree 0 points
- Agree..... 4 points
- Risk and return are equally important..... 7 points
- Disagree 10 points
- Strongly disagree..... 13 points

2 Which of the following statements best describes you?

- I feel most comfortable with investment options that earn consistent but lower returns year-to-year. I prefer to take as little risk as possible. 0 points
- I am willing to withstand some ups and downs in the value of my portfolio, but I prefer to be invested in less risky investment options that reduce the chance of large losses. 5 points
- I want high investment option returns and am willing to accept a moderate level of risk and the potential for occasional short-term losses. 9 points
- I want high investment option returns and am willing to accept a higher degree of risk over a longer period of time. This may result in more frequent swings in the value of my portfolio. 13 points

3 How much the value of a portfolio rises and falls is called volatility. Which of the following best describes how you feel about the amount of volatility you are willing to accept?

- Considerable — My main goal is to earn high returns over time, and I can accept periods of large losses to do so. 12 points
- Some — I would like to earn higher returns over time and can accept an occasional large downturn in the value of my portfolio. 6 points
- Little — I would rather have small returns than risk losing any retirement savings..... 0 points

4 How do you feel about the rate of inflation and the effect it may have on retirement income?

- I would like investment earnings to keep up with the rate of inflation, but I don't want to take chances losing retirement savings. 0 points
- While accepting a low level of risk, my main goal is to earn slightly more than inflation. 4 points
- My main goal is to increase the value of my retirement savings at a pace moderately greater than the rate of inflation. Therefore, I am willing to accept short-term losses associated with more moderate investment options. 8 points
- I want my retirement savings to earn significantly more than the rate of inflation over the long run even though there's a greater risk the investment options may lose value in the short- to intermediate-term. 12 points

5 The table below shows how much the value of \$20,000 contributed in retirement plan investment options may go up or down in value over three years. Which portfolio would make you feel the most comfortable?

	Possible 3-Year Return	Possible 3-Year Loss	
<input type="checkbox"/> Portfolio A	Gain of \$1,600 (8% of the value)	Loss of \$3,200 (16% of the value)	...13 points
<input type="checkbox"/> Portfolio B	Gain of \$1,400 (7% of the value)	Loss of \$2,200 (11% of the value)9 points
<input type="checkbox"/> Portfolio C	Gain of \$1,200 (6% of the value)	Loss of \$1,600 (8% of the value)5 points
<input type="checkbox"/> Portfolio D	Gain of \$1,000 (5% of the value)	Loss of \$900 (4.5% of the value)0 points

6 If there is potential for higher returns, I am comfortable with investment options that may frequently experience large declines in value even if these frequent and large declines are experienced at an unexpected time, such as when I'm preparing to retire.

- Strongly disagree..... 0 points
- Disagree 4 points
- Agree..... 8 points
- Strongly agree 12 points

7 Sometimes investment losses are long term, and sometimes they are short-lived. How might you respond when you experience investment option losses?

- I would move all of the retirement savings to a more conservative investment option if they suffered substantial declines over a three-month time period. 0 points
- Although declines in investment option value make me uncomfortable, I would wait nine months to a year before adjusting the investment strategy. 6 points
- Even if the value of my retirement savings went down over several years, I would continue to follow my long-term investment strategy and not adjust my portfolio. 12 points

8 Suppose you invested \$5,000 this year with the intention of keeping the investment option for 10 years. If this investment option lost value during the first year, at what value of your initial \$5,000 investment would you sell and move to a more stable investment option?

- \$4,750 0 points
- \$4,500 4 points
- \$4,250 7 points
- \$4,000 or less 10 points
- I would not sell 13 points



NOW, ADD UP YOUR POINTS

Your total points determine your **Risk Tolerance Score.**

TOTAL POINTS

NEXT, DETERMINE YOUR YEARS TO RETIREMENT

Subtract your current age from the age you plan to be when you retire to determine your Years to Retirement.

Your expected retirement age*:

MINUS — Your current age: _____

EQUALS = Years to Retirement: _____

*Enter this number on the enrollment form or follow the enrollment instructions toward the back of the workbook.

Take note of the results of the quiz. The results can help you decide how to invest as you work your way through the workbook.

Please keep in mind that this information is just a guideline and for educational purposes — it isn't intended to tell you how to invest.

© 2012 Ibbotson Associates. All rights reserved. This quiz is provided as guidance only; it isn't intended to tell you how to invest. Investors should consult with their financial professional about their responses to this quiz and other relevant factors that they should consider before making an investment decision. Be sure to complete the quiz periodically to make sure that the investment choice(s) you elected continues to match your risk profile. The quiz is made available through a license agreement with the Principal Financial Group®. In no way does your use of the quiz establish a relationship (including advisory relationship) between you and Ibbotson Associates nor is Ibbotson responsible for mapping or identifying a specific investment choice(s) that may be appropriate for your risk profile. Find the quiz online at principal.com/investorquiz. Past performance does not guarantee future results.

Following an asset allocation model does not assure a profit or guarantee that a participant will not incur a loss. Performance of the individual models may fluctuate and will be influenced by many factors. In applying particular asset allocation models to their individual situations, participants or beneficiaries should consider their other assets, income and investments (e.g., equity in a home, IRA investments, savings accounts, and interests in other qualified and nonqualified plans) in addition to their interests in the plan.

DO-IT-MYSELF INVESTMENT CHOICES

RetireView®

With RetireView, you can have a little assistance electing investment options while still having some control over how your contributions are allocated. By accounting for the number of years until you retire, the selected plan investment options that fill the RetireView model investment categories and your comfort with investment risk, RetireView helps educate you to make an asset allocation that’s more in tune with your individual goals.

The investment strategy

When you have many years until retirement, a more aggressive investment mix might be appropriate because you have time to ride out the possible market highs and lows. And if you are closer to retirement, a more conservative investment mix might be appropriate because you will likely need to use retirement savings sooner.

RetireView is based on that strategy, and even goes a step further by accounting for your comfort with risk.

Asset allocation models

An independent third party, Ibbotson Associates, developed the RetireView asset allocation models. Illustrated on the following pages, the models range from conservative to aggressive, and represent a wide range of risk profiles, years to retirement and investment categories.

Your plan sponsor selects the investment options from investment categories shown at the bottom of the page to populate the models. See the RetireView Populated Models pages in this workbook to review the asset allocation models that were populated by your plan sponsor using the investment options contained in the retirement plan.

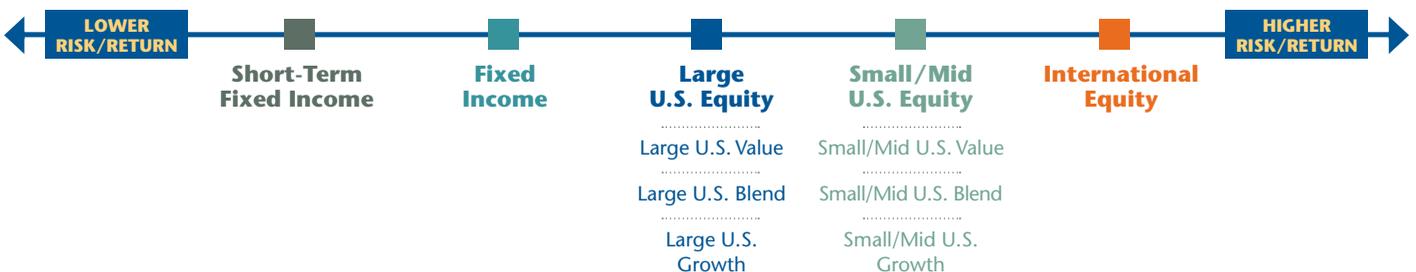
To help address market fluctuation concerns you may have, RetireView includes two features — automatic age adjustment (adjusting to reflect your Years to Retirement) and rebalancing — that help ensure you continue to follow your investment strategy.

Automatic age adjustment. RetireView can automatically adjust — or “age” — the asset allocation strategy you initially choose to a more conservative strategy as you get closer to retirement. This adjustment is based on your Years to Retirement. This is an optional feature, and you can choose to opt out at any time.

Rebalancing. RetireView automatically rebalances the account on a quarterly basis to keep the investment mix in proportion to the desired asset allocation targets. Quarterly rebalancing is the default. Or, you can choose to rebalance annually or semiannually. If your plan sponsor allows you to direct a portion of your future contributions to other investment options available under the plan in addition to directing to a RetireView Populated model, rebalancing applies to the entire account balance.

How do I elect?

Start by taking the quiz. Using the quiz results, find the pie chart where your Risk Tolerance Score (left



No investment strategy, such as diversification or asset allocation, can guarantee a profit or protect against loss in periods of declining value.

column of the chart) intersects with your estimated Years to Retirement (top row of the chart).

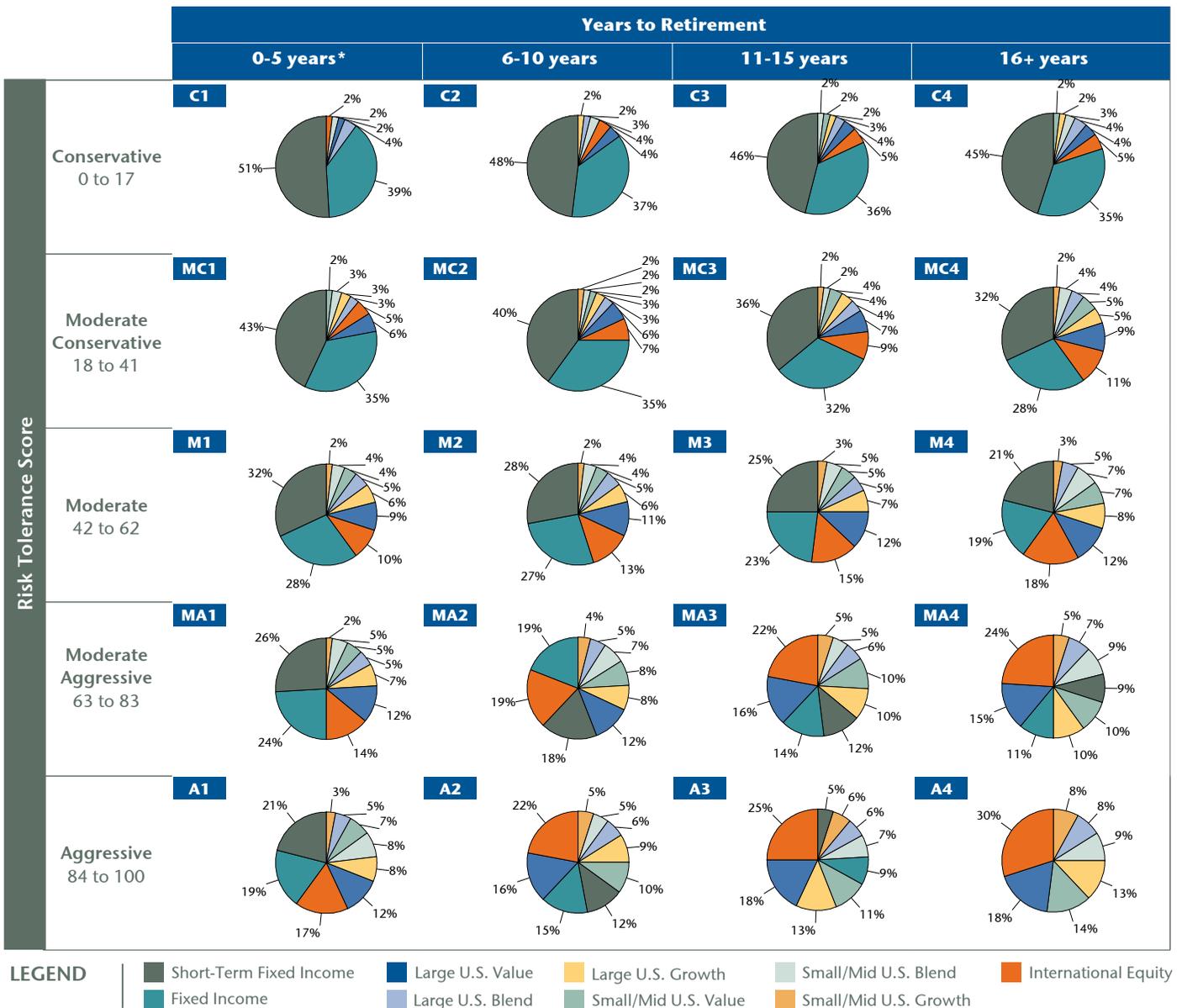
You can sign up for RetireView by electing the corresponding RetireView populated asset allocation model on your enrollment form, or follow the enrollment instructions. Review the RetireView Terms and Conditions and RetireView Populated Models pages — both located in this workbook — to better understand the features of RetireView, and its functions and limitations.

You can also use the RetireView asset allocation models illustrated here as a sample to help steer your investment

choices. But keep in mind that this information is just a guideline and for educational purposes — it isn't intended to tell you how to invest. Take the quiz (found in this workbook and online at principal.com/investorquiz) at least annually or as significant events occur. This can help ensure the strategy continues to meet your risk tolerance and retirement goals.

Log in to principal.com, or call 1-800-547-7754 for additional information about investment and rebalancing choices. For a list of frequently asked questions and answers about RetireView, visit principal.com/retireviewfaq.

RetireView Asset Allocation Models



*Investors 0-5 years away from retirement are assumed to remain invested at least 5 years after retirement.

Populated RetireView asset allocation models are effective 05/15/2012. These allocations will change over time. Please see the terms and conditions section of this workbook for a full discussion of the RetireView service, including allocation changes.

DO-IT-MYSELF INVESTMENT CHOICES

Choose Your Own Asset Allocation

Your employer's retirement savings plan enables you to control your own investment option elections. This section can provide some helpful background to get you started.

First, it's important to have a solid understanding of the key principles of investing. Among the most important concepts are risk, asset allocation and diversification. Here is a review of these principles with several asset allocation models to consider.

Risk

The first basic concept of investment decisions is risk. You should consider the following types of risk:

Investment risk, also called volatility, is the chance you take on how much an investment option will go up or down in value, especially over shorter periods of time. Every investment option involves some risk. Historically, greater returns have come from higher-risk investment options. On the other hand, lower-risk options generally produce lower rates of return.

Inflation risk is the risk that retirement savings may not keep up with the rate of inflation. This means over time, the same amount of retirement funds will purchase less in the future.

Asset allocation

Asset allocation is the practice of having a mix of different asset classes and investment options within an investment portfolio. The majority of the investment options in your employer's retirement savings plan fall into five asset classes that range from lower-risk to higher-risk: Short-Term Fixed Income, Fixed Income, Large U.S. Equity, Small/Mid U.S. Equity and International Equity. Generally, asset classes with lower levels of risk usually offer a lower potential for growth. Meanwhile, asset classes with higher levels of risk typically offer more potential for growth.

ASSET CLASS CATEGORIES

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.

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.

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.

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.

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.

These characteristics — potential risk and return — are taken into account when planning an appropriate asset allocation for individual investors. Through asset allocation, you generally can achieve an overall level of risk with which you are comfortable. That's because of diversification, one of the most important investment strategies.



Diversification

Diversification simply means spreading retirement plan contributions across different asset categories. With proper diversification, you may be able to get a return that will help you meet your goals while reducing potential risk.

Each type of investment option, or asset class, has its own risk and performance characteristics. Short-Term Fixed Income options typically are the least risky but may have lower long-term returns. International Equity and Small/Mid U.S. Equity investment options may be some of the riskiest but may yield higher returns. Large U.S. Equity and Fixed Income investment options generally are in the middle of this range. Having a mix of investment options can help you achieve your desired level of diversification. Also, spreading your contributions around helps minimize the potential risk that a single investment option might decrease the total value of the retirement plan account.

How do I elect investment options?

Start by taking the quiz in this workbook. Using the quiz results, find the box below where your Risk Tolerance Score (left column of the chart) intersects with your Years to Retirement (top row of the chart). Then, find the matching sample asset allocation model on the right. You can use the sample asset allocation models as a guide to help choose investments from the plan's investment lineup. But please keep in mind that this information is just a guideline and for educational purposes — it isn't intended to tell you how to invest. You should also consider other assets and any anticipated needs when directing your plan contributions.

		Years to Retirement			
		0-5 years	6-10 years	11-15 years	16+ years
Risk Tolerance Score	0 to 17	I	I	I	I
	18 to 41	I	II	II	II
	42 to 62	II*	II	III	III
	63 to 83	II*	III	III	IV
	84 to 100	III*	III	IV	V

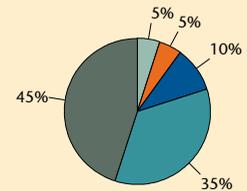
*Investors 0-5 years away from retirement are assumed to remain invested for at least 5 years after retirement.

SAMPLE ASSET ALLOCATION MODELS

PROFILE I Conservative Strategy

Asset mix: 80% fixed income, 20% equity investment options

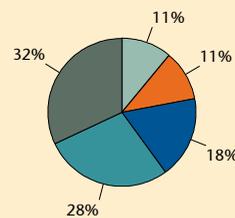
Suitable for: This allocation is designed for the more cautious investor, one with sensitivity to short-term losses and/or a shorter time horizon. It is targeted toward the investor seeking investment stability from the investable assets, but still seeking to beat inflation over the long term. The main objective of this investor is to preserve capital while providing income potential. Investors may expect fluctuations in the values of this portfolio to be smaller and less frequent than in more aggressive portfolios.



PROFILE II Moderate Conservative Strategy

Asset mix: 60% fixed income, 40% equity investment options

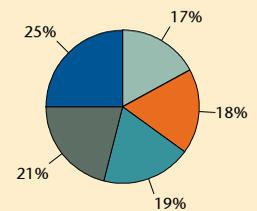
Suitable for: This allocation may be appropriate for the investor who seeks both modest capital appreciation and income potential from his or her portfolio. This investor will have either a moderate time horizon or a slightly higher risk tolerance than the most conservative investors. While this allocation is still designed to preserve capital, fluctuations in the values of this portfolio may occur from year to year.



PROFILE III Moderate Strategy

Asset mix: 60% equity, 40% fixed income investment options

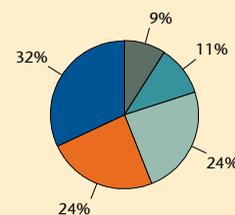
Suitable for: This allocation may suit the investor who seeks relatively stable growth with a lower level of income potential. An investor in the moderate risk range will have a higher tolerance for risk and/or a longer time horizon than more conservative investors. The main objective of this investor is to achieve steady growth while limiting fluctuation to less than that of the overall stock markets.



PROFILE IV Moderate Aggressive Strategy

Asset mix: 80% equity, 20% fixed income investment options

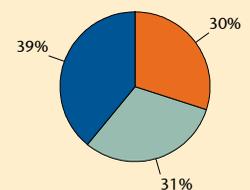
Suitable for: This allocation is designed for investors with a relatively high tolerance for risk and a longer time horizon. These investors have little need for current income and seek above-average growth from the investable assets. The main objective of this profile is capital appreciation, and its investors should be able to tolerate moderate fluctuations in their portfolio values.



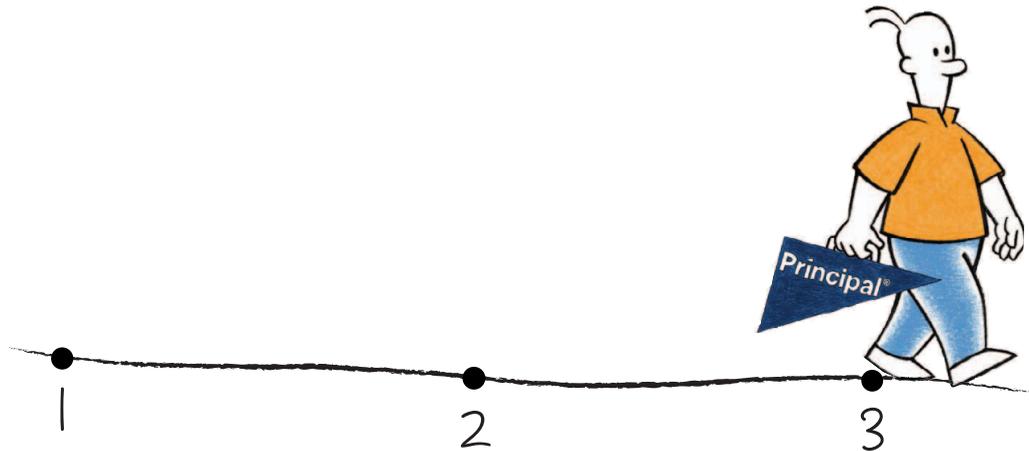
PROFILE V Aggressive Strategy

Asset mix: 100% equity investment options

Suitable for: This allocation may be appropriate for investors who have both a high tolerance for risk and a long investment time horizon. The main objective of this profile is to provide high growth, which means the investor is not as concerned with receiving current income. This portfolio may have larger and more frequent fluctuations from year to year, making it potentially less desirable for investors who do not have both a high tolerance for risk and an extended investment horizon.



Diversification Disclosure: No investment strategy, such as diversification or asset allocation, can guarantee a profit or protect against loss in periods of declining value.



3

Enroll now: Start saving today

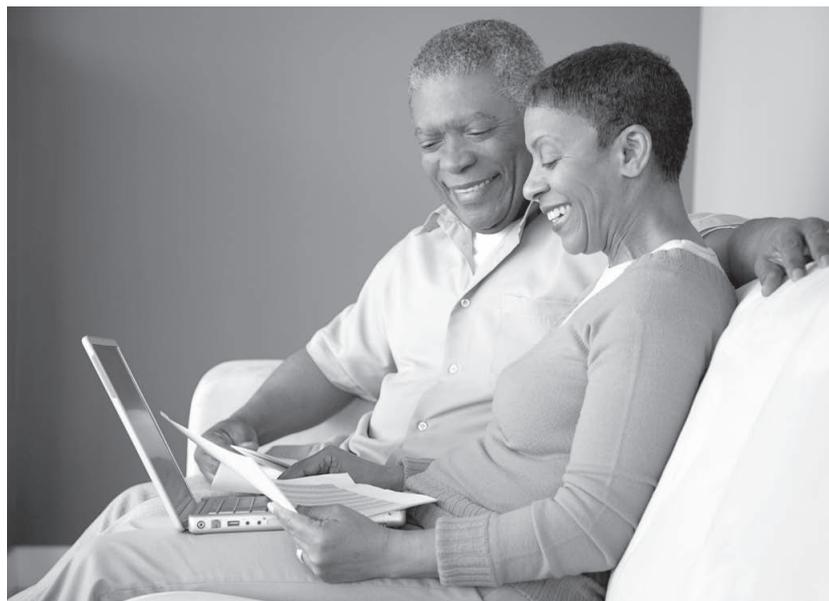
It's time to complete the final step of the enrollment process. In STEP 1, you determined the percentage of your pay you wish to start saving. In STEP 2, you decided on an investment strategy for retirement savings. Now you're ready to enroll.

Help secure your future

To enroll in the plan, follow the instructions on the next page.

As a participant of your employer's retirement savings plan, you may feel comfortable knowing you're taking a step toward a more secure financial future. Our goal is to make planning for your retirement an easier process. And when you're ready to retire, we have the products and experience to help meet your retirement needs.

In STEP 3, find out how the Principal Financial Group® can provide you with the ongoing support you need.



ENROLLMENT INSTRUCTIONS

Enroll today in your organization's retirement plan quickly by visiting principal.com or calling **1-800-547-7754**.

ONLINE INSTRUCTIONS

1 ESTABLISH YOUR USERNAME AND PASSWORD

- Under Account Login, select **PERSONAL** as the login type, and click **GO**.
- Click the **ESTABLISH YOUR USERNAME AND PASSWORD** link.
- Enter your **SOCIAL SECURITY NUMBER** and the **ACCOUNT/CONTRACT NUMBER: 458099**.
- Verify your identity, create your username and password, enter your email address, and select and answer your online security questions.

2 SET YOUR LOGIN IMAGE AND PHRASE

- Log back in to **PRINCIPAL.COM**.
- Follow the prompts to choose a login image and phrase.

3 CHOOSE YOUR CONTRIBUTION AMOUNT

- Click the **ENROLL NOW** link.
- Follow the prompts to choose your contribution percentage, and click **SAVE AND CONTINUE**.

4 ELECT INVESTMENT OPTIONS

- Follow the prompts to choose your investment direction, and click **SAVE AND CONTINUE**.

5 REVIEW AND SUBMIT

- Review the elections you made.
- If everything is correct, click the confirmation box, then click **SUBMIT**.

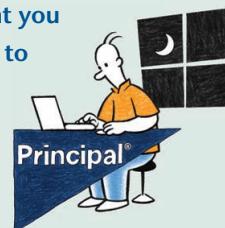
6 DESIGNATE YOUR BENEFICIARY

- Select the **DESIGNATE YOUR BENEFICIARY** link on the **CONFIRMATION PAGE**.
- Follow the prompts to elect your beneficiary, then click **SUBMIT**.

IT'S EASY TO MAKE CHANGES

If at any time you would like to make changes to this retirement account, simply log on to **principal.com**.

You'll be able to choose from a wide array of actions, from electing future investment options to changing the amount you contribute to the plan.



Or, to make your changes over the telephone, call our automated phone system at **1-800-547-7754**.

Give us a call ...

You can also enroll over the phone. Simply call **1-800-547-7754** to reach our automated phone system, or talk to one of our retirement specialists.

My Personal Information *(please print with black ink)*

Name (Last)		(First)	(MI)	Phone Number	
_____		_____	_____	(____)____ - _____	
Street Address				Email Address	
_____				_____	
City	State	Zip	Country	Gender	
_____	_____	_____	_____	<input type="checkbox"/> Male <input type="checkbox"/> Female	
Social Security Number		Date of Birth		Marital Status	
_____ - _____		____/____/____		<input type="checkbox"/> Single <input type="checkbox"/> Married	
Expected Retirement Age		Original Date of Employment			
_____		____/____/____			
<i>If you were rehired, complete these dates:</i>		<i>Date of Termination</i>		<i>Date of Rehire</i>	
_____		____/____/____		____/____/____	

NOTE: The email address you submit will be used for services provided by the Principal Financial Group®, unless otherwise elected. We will not provide your email to third parties. For more information, see your privacy policy at principal.com.

Rollover Funds

▶ Complete if you would like to consolidate retirement savings.

YES! Tell me how The Principal can help me roll over retirement savings from a previous employer's retirement plan. Please call me at (____)____ - _____ to discuss my options. The best time to call is ____ a.m. ____ p.m. My estimated rollover balance is \$ _____.

To learn about rollover opportunities now, call The Principal at 1-800-547-7754, Monday – Friday, 7 a.m. - 9 p.m. CT.

Complete all 3 STEPS **1** **2** **3** *to enroll in the retirement savings plan, or to make changes to your contribution percentage.*

1 My Contributions

Enroll me! (pick one)

- I elect to contribute ____% (0% to 100%) of my current and future pay per pay period.
- I am already enrolled, but I want to change my contribution to ____% (0% to 100%) of my current and future pay per pay period.
- I choose **not to contribute** to the retirement plan at this time.

Principal Step Ahead Retirement OptionSM
(optional, but may help you stay on track; only applies to pre-tax, non-Roth contributions)

In addition to electing a contribution rate, I would also like to automatically increase my contribution amount each year with **Principal Step Ahead**. I may opt out or change the percentage increase at any time.

- Step Ahead** my salary deferral contribution by ____% each year for the next ____ years OR until my contribution totals ____%. This increase – or **Step Ahead** – will be initiated each ____ (Month/Day). *If the date I choose to **Step Ahead** is within 35 days of the date this form is processed, the contribution increase will be effective the following year.*

2 My Investment Choices

Please elect **ONE OF THE TWO CHOICES** by checking the box(es) and completing the applicable information for the choice. (If you are already enrolled and want to make changes to how future contributions are directed, visit principal.com or call 1-800-547-7754.)

CHOICE A: RetireView® Populated Models

- I agree to the **RetireView Terms & Conditions** following this form. Direct my contributions according to the choice I elect, and rebalance my account on a quarterly basis.
 - ▶ Be sure to write your **Expected Retirement Age** within the My Personal Information section of this form.
 - ▶ Take the **Investor Profile Quiz** within this workbook; your **Risk Tolerance Score** may help you when reviewing the following tables.
 - ▶ Please choose **ONE RetireView Populated Model**. (RetireView asset allocation models are effective 05/15/2012. Please refer to the RetireView Populated Models document for more information.)

I choose a risk tolerance to automatically adjust based on my Years to Retirement.

You may choose a risk tolerance below based on your Investor Profile Quiz results, or choose a different one from the list. The model will:

- Include an **automatic age adjustment**. The risk tolerance adjusts to a more conservative model within the risk tolerance as you get closer to retirement.
- Rebalance quarterly.

Risk Tolerance Score and Risk Tolerances	
0 to 17	<input type="checkbox"/> Conservative (C)
18 to 41	<input type="checkbox"/> Moderate Conservative (MC)
42 to 62	<input type="checkbox"/> Moderate (M)
63 to 83	<input type="checkbox"/> Moderate Aggressive (MA)
84 to 100	<input type="checkbox"/> Aggressive (A)

OR

I do not want the model to automatically adjust based on my Years to Retirement.

Choose a model below based on your Risk Tolerance Score and Years to Retirement. The model will:

- Rebalance quarterly.

Risk Tolerance Score	Years to Retirement			
	0-5 years	6-10 years	11-15 years	16+ years
0 to 17	<input type="checkbox"/> C1	<input type="checkbox"/> C2	<input type="checkbox"/> C3	<input type="checkbox"/> C4
18 to 41	<input type="checkbox"/> MC1	<input type="checkbox"/> MC2	<input type="checkbox"/> MC3	<input type="checkbox"/> MC4
42 to 62	<input type="checkbox"/> M1	<input type="checkbox"/> M2	<input type="checkbox"/> M3	<input type="checkbox"/> M4
63 to 83	<input type="checkbox"/> MA1	<input type="checkbox"/> MA2	<input type="checkbox"/> MA3	<input type="checkbox"/> MA4
84 to 100	<input type="checkbox"/> A1	<input type="checkbox"/> A2	<input type="checkbox"/> A3	<input type="checkbox"/> A4

- ▶ **More choices with RetireView.** All future contributions to this account will be directed to the RetireView asset allocation model you choose unless you also want to allocate some retirement funds differently. Please log in to principal.com, or call 1-800-547-7754 for additional information about investment and rebalancing choices.

▶ If you've completed this section, move ahead to **My Signature!** 3

CHOICE B: Choose your own asset allocation

- I elect the following investment options (enter percentages below.) (Please refer to the Investment Option Summary for more information.)

Short-Term Fixed Income

My Investment Choices

NEW
CONTRIBUTIONS

Fixed Income Guaranteed Option	_____ %
Fixed Income	
JP Morgan Investment Mgmt Inc.	
JP Morgan High Yield R5 Fund	_____ %
Metropolitan Management	
Metropolitan West Total Return Bond M Fund	_____ %
Balanced/Asset Allocation	
T. Rowe Price Associates, Inc.	
T. Rowe Price Retirement Income Advisor Fund	_____ %
T. Rowe Price Retirement 2005 Advisor Fund	_____ %
T. Rowe Price Retirement 2010 Advisor Fund	_____ %
T. Rowe Price Retirement 2015 Advisor Fund	_____ %
T. Rowe Price Retirement 2020 Advisor Fund	_____ %
T. Rowe Price Retirement 2025 Advisor Fund	_____ %
T. Rowe Price Retirement 2030 Advisor Fund	_____ %
T. Rowe Price Retirement 2035 Advisor Fund	_____ %
T. Rowe Price Retirement 2040 Advisor Fund	_____ %
T. Rowe Price Retirement 2045 Advisor Fund	_____ %
T. Rowe Price Retirement 2050 Advisor Fund	_____ %
T. Rowe Price Retirement 2055 Advisor Fund	_____ %
Large U.S. Equity	
T. Rowe Price Associates, Inc.	
T. Rowe Price Equity Income Fund	_____ %
T. Rowe Price/Brown Advisory	
LargeCap Growth I Inst Fund	_____ %
Vanguard Group	
Vanguard 500 Index Signal Fund	_____ %
Small/Mid U.S. Equity	
AllianceBern / CCI / Brown	
SmallCap Growth I Inst Fund	_____ %
Artisan Mutual Funds	
Artisan Mid Cap Value Fund	_____ %
Goldman Sachs Asset Mgt	
Goldman Sachs Small Cap Value Inst Fund	_____ %
Nuveen Asset Management	
Nuveen Real Estate Securities I Fund	_____ %
Turner / Jacobs Levy	
MidCap Growth III Inst Fund	_____ %

NEW
CONTRIBUTIONS

Vanguard Group

Vanguard Mid Cap Index Signal Fund	_____	%
Vanguard Small-Cap Index Inv Fund	_____	%

International Equity

Harbor Capital Advisors

Harbor International Adm Fund	_____	%
-------------------------------	-------	---

OppenheimerFunds, Inc.

Oppenheimer Developing Markets Y Fund	_____	%
Oppenheimer International Growth Y Fund	_____	%

TOTAL of all lines: _____ **100 %**

Your investment election will be effective when it is received in the Corporate Center of The Principal by the close of market. Forms received after the close of market will be processed on the next open market date. If no investment election is received, or contributions are received prior to your investment election, contributions will be directed according to the plan's default investment option(s).

▶ *If you've completed this section, move ahead to **My Signature!*** **3**

3 My Signature

Please sign, then give this completed form to your benefits representative.

This agreement applies to amounts earned until changed by me in writing. I understand my plan sponsor may reduce my contributions only when required to meet certain plan limits. I will review all statements regularly and report any discrepancy to The Principal immediately.

Signature

Date

X _____ / _____ / _____

Be sure you have completed all 3 STEPS. **1 2 3**

Disclosures

Your plan sponsor has chosen to make available to you all of the investment options listed on this enrollment form.

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.

Information in this enrollment form/worksheet should not be construed as investment advice.

This workbook content is current as of the production date noted below. If there are any discrepancies between this information and the legal plan document, the legal plan document will govern. If the production date is older than six months, you should contact your plan sponsor or log in to principal.com for current retirement plan and investment option information. The member companies of the Principal Financial Group® prohibit the manipulation of this workbook content. If your plan sponsor elects to provide this workbook electronically, The Principal® is not responsible for any unauthorized changes.

0-5 Years to Retirement					
Investment Option	Conservative	Moderate Conservative	Moderate	Moderate Aggressive	Aggressive
<i>Asset Allocation Model</i>	<i>C1</i>	<i>MC1</i>	<i>M1</i>	<i>MA1</i>	<i>A1</i>
Short-Term Fixed Income					
Fixed Income Guaranteed Option	51.00%	43.00%	32.00%	26.00%	21.00%
Fixed Income					
Metropolitan West Total Return Bond M Fund	19.50%	17.50%	14.00%	12.00%	9.50%
JP Morgan High Yield R5 Fund	19.50%	17.50%	14.00%	12.00%	9.50%
Large U.S. Value					
T. Rowe Price Equity Income Fund	2.00%	6.00%	9.00%	12.00%	12.00%
Large U.S. Blend					
Vanguard 500 Index Signal Fund	4.00%	3.00%	5.00%	5.00%	5.00%
Large U.S. Growth					
LargeCap Growth I Inst Fund	0.00%	3.00%	6.00%	7.00%	8.00%
Small or Mid U.S. Value					
Artisan Mid Cap Value Fund	0.00%	1.00%	2.00%	2.50%	3.50%
Goldman Sachs Small Cap Value Inst Fund	0.00%	1.00%	2.00%	2.50%	3.50%
Small or Mid U.S. Blend					
Vanguard Small-Cap Index Inv Fund	1.00%	1.50%	2.00%	2.50%	4.00%
Vanguard Mid Cap Index Signal Fund	1.00%	1.50%	2.00%	2.50%	4.00%
Small or Mid U.S. Growth					
SmallCap Growth I Inst Fund	0.00%	0.00%	1.00%	1.00%	1.50%
MidCap Growth III Inst Fund	0.00%	0.00%	1.00%	1.00%	1.50%
International Equity					
Oppenheimer International Growth Y Fund	1.00%	2.50%	5.00%	7.00%	8.50%
Harbor International Adm Fund	1.00%	2.50%	5.00%	7.00%	8.50%
6-10 Years to Retirement					
Investment Option	Conservative	Moderate Conservative	Moderate	Moderate Aggressive	Aggressive
<i>Asset Allocation Model</i>	<i>C2</i>	<i>MC2</i>	<i>M2</i>	<i>MA2</i>	<i>A2</i>
Short-Term Fixed Income					
Fixed Income Guaranteed Option	48.00%	40.00%	28.00%	18.00%	12.00%
Fixed Income					
Metropolitan West Total Return Bond M Fund	18.50%	17.50%	13.50%	9.50%	7.50%
JP Morgan High Yield R5 Fund	18.50%	17.50%	13.50%	9.50%	7.50%
Large U.S. Value					
T. Rowe Price Equity Income Fund	4.00%	6.00%	11.00%	12.00%	16.00%
Large U.S. Blend					
Vanguard 500 Index Signal Fund	2.00%	3.00%	5.00%	5.00%	6.00%
Large U.S. Growth					
LargeCap Growth I Inst Fund	2.00%	3.00%	6.00%	8.00%	9.00%
Small or Mid U.S. Value					
Artisan Mid Cap Value Fund	0.00%	1.00%	2.00%	4.00%	5.00%
Goldman Sachs Small Cap Value Inst Fund	0.00%	1.00%	2.00%	4.00%	5.00%
Small or Mid U.S. Blend					
Vanguard Small-Cap Index Inv Fund	1.50%	1.00%	2.00%	3.50%	2.50%
Vanguard Mid Cap Index Signal Fund	1.50%	1.00%	2.00%	3.50%	2.50%
Small or Mid U.S. Growth					
SmallCap Growth I Inst Fund	0.00%	1.00%	1.00%	2.00%	2.50%
MidCap Growth III Inst Fund	0.00%	1.00%	1.00%	2.00%	2.50%
International Equity					
Oppenheimer International Growth Y Fund	2.00%	3.50%	6.50%	9.50%	11.00%
Harbor International Adm Fund	2.00%	3.50%	6.50%	9.50%	11.00%

Note: RetireView asset allocation models are effective 05/15/2012. These allocations may change over time. Please see the RetireView Terms and Conditions section of this workbook for a full discussion of the RetireView service, including allocation changes. See the next page for additional models.

RetireView® Populated Models

Contract/Plan ID Number 4-58099

11-15 Years to Retirement					
Investment Option	Conservative	Moderate Conservative	Moderate	Moderate Aggressive	Aggressive
<i>Asset Allocation Model</i>	<i>C3</i>	<i>MC3</i>	<i>M3</i>	<i>MA3</i>	<i>A3</i>
Short-Term Fixed Income					
Fixed Income Guaranteed Option	46.00%	36.00%	25.00%	12.00%	5.00%
Fixed Income					
Metropolitan West Total Return Bond M Fund	18.00%	16.00%	11.50%	7.00%	4.50%
JP Morgan High Yield R5 Fund	18.00%	16.00%	11.50%	7.00%	4.50%
Large U.S. Value					
T. Rowe Price Equity Income Fund	4.00%	7.00%	12.00%	16.00%	18.00%
Large U.S. Blend					
Vanguard 500 Index Signal Fund	3.00%	4.00%	5.00%	6.00%	6.00%
Large U.S. Growth					
LargeCap Growth I Inst Fund	2.00%	4.00%	7.00%	10.00%	13.00%
Small or Mid U.S. Value					
Artisan Mid Cap Value Fund	1.00%	2.00%	2.50%	5.00%	5.50%
Goldman Sachs Small Cap Value Inst Fund	1.00%	2.00%	2.50%	5.00%	5.50%
Small or Mid U.S. Blend					
Vanguard Small-Cap Index Inv Fund	1.00%	1.00%	2.50%	2.50%	3.50%
Vanguard Mid Cap Index Signal Fund	1.00%	1.00%	2.50%	2.50%	3.50%
Small or Mid U.S. Growth					
SmallCap Growth I Inst Fund	0.00%	1.00%	1.50%	2.50%	3.00%
MidCap Growth III Inst Fund	0.00%	1.00%	1.50%	2.50%	3.00%
International Equity					
Oppenheimer International Growth Y Fund	2.50%	4.50%	7.50%	11.00%	12.50%
Harbor International Adm Fund	2.50%	4.50%	7.50%	11.00%	12.50%
16+ Years to Retirement					
Investment Option	Conservative	Moderate Conservative	Moderate	Moderate Aggressive	Aggressive
<i>Asset Allocation Model</i>	<i>C4</i>	<i>MC4</i>	<i>M4</i>	<i>MA4</i>	<i>A4</i>
Short-Term Fixed Income					
Fixed Income Guaranteed Option	45.00%	32.00%	21.00%	9.00%	0.00%
Fixed Income					
Metropolitan West Total Return Bond M Fund	17.50%	14.00%	9.50%	5.50%	0.00%
JP Morgan High Yield R5 Fund	17.50%	14.00%	9.50%	5.50%	0.00%
Large U.S. Value					
T. Rowe Price Equity Income Fund	4.00%	9.00%	12.00%	15.00%	18.00%
Large U.S. Blend					
Vanguard 500 Index Signal Fund	4.00%	4.00%	5.00%	7.00%	8.00%
Large U.S. Growth					
LargeCap Growth I Inst Fund	2.00%	5.00%	8.00%	10.00%	13.00%
Small or Mid U.S. Value					
Artisan Mid Cap Value Fund	1.00%	2.50%	3.50%	5.00%	7.00%
Goldman Sachs Small Cap Value Inst Fund	1.00%	2.50%	3.50%	5.00%	7.00%
Small or Mid U.S. Blend					
Vanguard Small-Cap Index Inv Fund	1.50%	2.00%	3.50%	4.50%	4.50%
Vanguard Mid Cap Index Signal Fund	1.50%	2.00%	3.50%	4.50%	4.50%
Small or Mid U.S. Growth					
SmallCap Growth I Inst Fund	0.00%	1.00%	1.50%	2.50%	4.00%
MidCap Growth III Inst Fund	0.00%	1.00%	1.50%	2.50%	4.00%
International Equity					
Oppenheimer International Growth Y Fund	2.50%	5.50%	9.00%	12.00%	15.00%
Harbor International Adm Fund	2.50%	5.50%	9.00%	12.00%	15.00%

Note: RetireView asset allocation models are effective 05/15/2012. These allocations may change over time. Please see the RetireView Terms and Conditions section of this workbook for a full discussion of the RetireView service, including allocation changes.

RetireView® Terms and Conditions

Important Things to Understand

RetireView is an educational service and is not investment advice. It may help a participant in a Plan (“you”) make investment decisions that affect the Account set up for your benefit under the Plan (“your Account”). The choices you make are your own, and you are solely responsible for them. Definitions of important terms used in this document are found in the Special Terms section, which follows.

When you elect the RetireView service, you will be agreeing to the following terms and conditions. Please read this document carefully. Further information and details on RetireView Asset Allocation Models created by Ibbotson Associates, RetireView, and the Investment Options the Fiduciary has chosen to populate the RetireView Asset Allocation Models are available on our secure website at principal.com.

An important part of the RetireView service is the Investor Profile Quiz (“Quiz”). The Quiz is available on our secure website at principal.com. This Quiz can help you understand your risk tolerance, and can be useful in helping you decide whether to direct all or part of the retirement funds in your Account in accordance with a RetireView Populated Model, or whether you would prefer to create your own allocation directions for all or part of your Account. RetireView was designed to work best for those who have taken the Quiz, but you do not have to take it.

By choosing to use the RetireView service, you agree to the following terms and conditions, including the defined terms found below. Again, please read this carefully before you make any choice or elect to leave your current investment directions unchanged.

For convenience, when this document refers to electing or using a Populated Model, it means either the actual election of a RetireView Populated Model, or the election of a risk tolerance and use of the applicable RetireView Populated Model in that risk tolerance.

When you elect to use the RetireView service, you direct that your Affected Account is to be allocated and rebalanced according to your elected RetireView Populated Model or risk tolerance. This includes Rebalancing and, if elected, automatic age adjustment (Aging). Rebalancing will be done quarterly unless you or a Fiduciary directs the Principal Financial Group® to rebalance on a different basis. Aging is a function of the number of years until your anticipated retirement date. You may elect to stop use of the Aging feature.

Your direction includes your acceptance of any changes made by a Fiduciary to the Investment Options used in the Populated Model being used to direct the allocation of your Affected Account at the time.

Ibbotson Associates, the developer of the RetireView asset allocation models, may update the models on a periodic basis. If you have elected to direct contributions according to a RetireView Populated Asset Allocation Model, at the time Ibbotson Associates updates the model allocations, you will be given the option to either elect the new models or continue using the populated models you originally elected. For more information on why the models periodically change and what that means to you, visit principal.com/retireviewfaq.

Remember, at any time, you may elect to have your Affected Account allocated according to any RetireView Populated Model currently available to you or to such other allocation as you direct.

An Investment Option in a Populated Model may close or become unavailable under the Plan. A Fiduciary may give The Principal® direction as to what Investment Option is to be used to replace the closed Investment Option in the Populated Model. This may include a Default Option as described below.

An Investment Option may change and may no longer fit the investment category in which the Investment Option was placed in a Populated Model. Your election to allocate your Affected Account according to a Populated Model will not be affected by such changes, including style drift, until you make an active election to allocate your Affected Account according to different investment directions.

Please review the information regarding your Account often on our secure website at principal.com to be sure that your Account is being allocated as you wish.

You may choose to change your investment direction at any time and can allocate your Account among the Investment Options available under the Plan as you see fit. If your election means that no part of your Account will be allocated according to a Populated Model, Rebalancing will continue, but will only rebalance to the allocations that you elected and not to a Populated Model. No future changes to your allocation will be made, including aging or any changes to any Populated Model. You may elect to change your investment direction or elect to use a Populated Model currently available under the Plan generally at any time online on our secure website at principal.com.

You understand that making an election to have your Affected Account allocated and rebalanced according to a Populated Model may include the election to use the Aging feature. You may also elect to cease using this aging feature online on our secure website at principal.com. If you make such an election, your Affected Account will continue to rebalance according to the Populated Model you originally elected.

Special Terms

Account - This is the account set up for your benefit under the plan.

Affected Account - You may elect to have all or part of your Account allocated according to a RetireView Populated Model. That part of the Account is your “Affected Account.”

Aging (automatic age adjustment) - As you draw nearer to retirement, the Populated Models themselves will not “age” (that is, will not become more conservatively invested), but your Affected Account will be reallocated according to a series of Populated Models that are designed to be increasingly conservative. This happens in stages based on the time before your expected retirement age. Unless you direct otherwise, this means that, from time to time, your Affected Account will be rebalanced accordingly. Aging ceases with the final Populated Model in a risk tolerance: that Populated Model will govern the allocation of a Participant’s Affected Account into retirement unless the participant changes allocation directions.

Default Option - These are established by a Fiduciary for times when The Principal does not have enough information to be able to allocate any amounts in your Account in accordance with a Populated Model or to any Investment Options available under the Plan. No default amount will be allocated in accordance with a Populated Model if that would result in portions of your Account being allocated in accordance with two or more RetireView Populated Models. Likewise, if record at The Principal show an active investment direction, no defaulted amounts in your Account will be allocated in accordance with a Populated Model if you have not chosen Rebalancing.

Fiduciary - An appropriate fiduciary of the Plan (which cannot be The Principal) acting under the Plan.

Ibbotson Associates - Ibbotson Associates is a wholly owned subsidiary of Morningstar, Inc. Neither Ibbotson nor Morningstar® is affiliated with any member company of the Principal Financial Group.

Investment Option - Investment Option is an investment, such as a mutual fund, that a Fiduciary has decided to make available to Plan participants.

Plan - An employee retirement benefit plan established and maintained by an employer for the employer's employees.

The Principal Financial Group and The Principal - Principal Life Insurance Company.

Periodic Rebalancing Date - Rebalancing will automatically occur periodically based on either the date you elected to use RetireView rebalancing or on the date you previously elected to use rebalancing under another rebalancing arrangement offered by The Principal.

Rebalancing - Rebalancing will occur with regard to the entire Account (not only will the allocations within the Populated Models be rebalanced, any allocations to investment options outside the Populated Models will also be affected), with the effect of first rebalancing the value to match the percentage directed to be an Affected Account, and, after that, the Affected Account will be rebalanced. Rebalancing will be done based on the date you elected Rebalancing, either as part of RetireView or through another rebalancing feature offered by The Principal before you signed up for RetireView. This date will change only in very limited circumstances such as your direction to change the rebalancing period.

There is a chance that a Rebalancing may incur a charge from an investment option. Rebalancing will not occur if a transfer that is part of the rebalancing is limited as to amount or timing by an Investment Option. Rebalancing is required for the RetireView service.

IMPORTANT REMINDERS

You will want to take the Quiz at least annually, or as significant events occur, to help make sure the strategy you elected continues to match your risk level. The Quiz can be accessed by logging in to our secure website at principal.com, clicking the Investments tab, then clicking "Investor Profile Quiz" in the left navigation. Please keep in mind that this information is just a guideline and educational in nature — it isn't intended to tell you how to invest.

To read a list of frequently asked questions and answers about RetireView, visit principal.com/retireviewfaq.

Other investment choices not chosen for a Populated Model, but having similar risk and return characteristics, may be available under the Plan. You may obtain additional information regarding investment choices on our secure website at principal.com. You may choose different types, mixes, or amounts of investment categories than those used in RetireView Populated Models. If you make these choices, you may still elect to rebalance into your elected allocation. However, other automatic features of the RetireView service will not be available, including Aging. Also, if Ibbotson Associates makes changes to the Asset Allocation Models or a Fiduciary changes the Investment Options in a Populated Model, the changes will not automatically be reflected in your Affected Account's allocation.

The risk tolerance models (models) are intended to be used as an additional information source for retirement Plan participants making investment allocation decisions. Pursuant to Department of Labor Interpretive Bulletin 96-1, such models (taken alone or in conjunction with this document) do not constitute investment advice for purposes of the Employee Retirement Income Security Act (ERISA); and there is no agreement or understanding between Ibbotson Associates, and us or any plan or plan fiduciary, or any participant who uses this Service, under which the latter receives information, recommendations or advice concerning investments that are to be used as a primary basis for any investment decisions relating to the Plan. Accordingly, neither we nor Ibbotson Associates is a fiduciary with respect to the Plan for purposes of this Service, including the features of Rebalancing and Aging.

Following any allocation model does not assure a profit or guarantee that you will not incur a loss. Performance of individual models may fluctuate and will be influenced by many factors. In applying particular Asset Allocation Models to your individual situation, you should consider your other assets, income, and investments (e.g., home equity, IRA investments, savings accounts, and interests in other qualified and nonqualified plans) in addition to your interest in the Plan.

Ibbotson Associates creates Asset Allocation Models using risk/age tolerance models. They begin by analyzing investment categories and constructing long-term expected returns, standard deviations, and correlation coefficients. These form the inputs for the mean-variance optimization, a statistical technique. Optimization looks at the expected risk and return of each asset class along with the correlation among investment categories, and determines which combination of investment categories may provide the highest expected return for any risk level. The goal of optimization is to identify asset allocations that maximize returns for a given level of risk or minimize risk for a given level of return. Ibbotson Associates conducts re-sampled optimization and sensitivity analysis to ensure the stability of the asset allocation recommendations under a variety of market scenarios. Because forecasting is a critical and pivotal step in the asset allocation process, Ibbotson Associates develops proprietary capital market forecasts for each investment category using a combination of historical data, current market information, and additional analysis. Each forecast becomes an input in Asset Allocation Model creation.



NORTHERN CALIFORNIA
INSTITUTE FOR RESEARCH AND
EDUCATION 403(B) SAVINGS PLAN
Principal Life Insurance Company
Des Moines, IA 50306-9394

Beneficiary Form

**Retirement Plan Beneficiary
Designation Without
QPSA Requirement**

Contract/Plan ID Number 4-58099
CTD01304

Follow these steps to name your beneficiary(ies): 1) Complete the Personal Information Section. 2) Select one of the beneficiary choices (Choice A, Choice B, or Choice C) See page 3 for more detailed instructions and examples. 3) Name your beneficiary(ies) on Page 2. 4) Sign the form at the bottom of Page 2. 5) Return the beneficiary form to Principal Life Insurance Company and keep a copy for your records.

Note: Only use this form if plan does not allow Life Annuities or is a Governmental 457 Plan.

Personal Information (Please print with black ink)

Name (Last)	(First)	(MI)	Social Security Number
_____			____-____-____
Address			Phone Number
_____			(____) _____-____
City	State	Zip	Email Address
_____	_____	_____	_____

My Beneficiary Choices (pick one)

Choice A: Single Participant (includes widowed, divorced or legally separated)
I am not married and designate the individual(s) named on Page 2 of this form to receive death benefits from the plan. I understand if I marry, this designation is void one year after my marriage (some plans specify a shorter period).
Note: If changing your beneficiary due to a legal separation or divorce, you must attach a copy of the court decree.

Choice B: Married with Spouse as Sole Beneficiary (spouse's signature is not required)
I am married and designate my spouse named on Page 2 of this form to receive all death benefits from the plan/contract.

Choice C: Married with Spouse Not as Sole Primary Beneficiary

By checking this box, I agree only to the beneficiary designation on this form. My spouse cannot change the beneficiary without my consent.
Spouse's Signature (must be witnessed by Plan Representative or Notary Public) _____ Date _____

_____ / _____ / _____
The spouse appeared before me and signed the consent on _____ Plan Representative or Notary Public Signature _____ Date _____

_____ / _____ / _____

(Check if applicable) I certify that my spouse cannot be located to sign this consent. I will notify the plan sponsor if my spouse is located. Note: If your spouse cannot be located, check this box and have it witnessed by the Plan Representative. It must be established to the satisfaction of the Plan Representative that your spouse cannot be located.
I certify that spousal consent cannot be obtained because spouse cannot be located.
Plan Representative Signature _____ Date _____

_____ / _____ / _____

Beneficiary Form

Contract/Plan ID Number 4-58099

Naming My Beneficiary(ies)

Before completing, please read the directions, examples and notice information on this form. You may name one or more Primary and/or Contingent Beneficiaries. If you need more space to name beneficiaries, please attach a separate list that you have signed and dated. Note: Unless otherwise provided, if two or more beneficiaries are named, the proceeds shall be paid to the named beneficiaries, or to the survivor or survivors, in equal shares.

Name (Primary Beneficiary[ies])	Date of birth	Relationship	Social Security Number	Percent
_____	___/___/___	_____	___ - ___ - _____	_____%
Address	_____	City	State	ZIP

Name (Primary Beneficiary[ies])	Date of birth	Relationship	Social Security Number	Percent
_____	___/___/___	_____	___ - ___ - _____	_____%
Address	_____	City	State	ZIP

If Primary Beneficiary(ies) is not living, pay death benefits to:

In most circumstances, your contingent beneficiary(ies) will only receive a death benefit if the primary beneficiary predeceases you and the death benefit has not been paid in full.

Name (Contingent Beneficiary[ies])	Date of birth	Relationship	Social Security Number	Percent
_____	___/___/___	_____	___ - ___ - _____	_____%
Address	_____	City	State	ZIP

Name (Contingent Beneficiary[ies])	Date of birth	Relationship	Social Security Number	Percent
_____	___/___/___	_____	___ - ___ - _____	_____%
Address	_____	City	State	ZIP

Name Change

Change my name - From: _____ Change my name - To: _____ Date: ___/___/___

Reason: Married Divorced - Will need to attach divorce decree.

Other (reason): _____

My Signature

This designation revokes all prior designations made under the retirement plan.

My Signature (Required) _____ Date: ___/___/___

UNDER THE PENALTIES OF PERJURY, I certify by my signature that all of the information on this Beneficiary Designation form is true, current and complete.

Directions

Read carefully before completing this form. To be sure death benefits are paid as you want them, follow these guidelines:

Use Choice A If you are not married.

Use Choice B If you are married and want all death benefits from the Plan paid to your spouse. Your spouse does not have to sign the form.

Use Choice C If you are married and want death benefits paid to someone other than your spouse, in addition to your spouse, or to a Trust or Estate. Your spouse must sign the spouse's consent on this form. This signature must be witnessed by a Plan Representative or Notary Public.

You may name one or more contingent beneficiaries. If you need more space to name beneficiaries, please attach a separate list that you have signed and dated.

Be sure you sign and date the form. Keep a copy of this form for your records. Return the original to your plan sponsor. If you do not date the form, the designation will become effective the day received by your plan sponsor or Principal Life Insurance Company, depending upon plan provisions.

If your marital status changes, review your beneficiary designation to be sure it meets these requirements. If your name changes, complete the Name Change section of this form.

Examples of Naming Beneficiaries

Be sure to use given names such as "Mary M. Doe," not "Mrs. John Doe" and include the address and relationship of the beneficiary or beneficiaries to the participant. The following examples may be helpful to you:

	Name	Relationship	Social Security Number	Address	Amount/Percent
One Primary Beneficiary	Mary M. Doe	Sister	XXX-XX-6789	XXXXXXXXXXXX	100%
Two Primary Beneficiaries	Jane J. Doe John J. Doe or to the survivor	Mother Father	XXX-XX-6789 XXX-XX-6789	XXXXXXXXXXXX XXXXXXXXXXXX	50% 50%
One Primary Beneficiary and One Contingent	Jane J. Doe if living; otherwise to John J. Doe	Wife Son	XXX-XX-6789 XXX-XX-6789	XXXXXXXXXXXX XXXXXXXXXXXX	100% 100%
Estate	My Estate				100%
Trust	ABC Bank and Trust Co.	Trustee or successor in trust under (Trust Name) established (Date of Trust)		XXXXXXXXXXXX	100%
Testamentary Trust (Trust established within the participant's will)	John J. Doe/ Trust created by the Last Will and ABC Bank Testament of the participant			XXXXXXXXXXXX	100%
Children & Grandchildren (if Beneficiary is a minor, use sample wording shown below.)	John J. Doe Jane J. Doe William J. Doe	Son Daughter Son	XXX-XX-6789 XXX-XX-6789 XXX-XX-6789	XXXXXXXXXXXX XXXXXXXXXXXX XXXXXXXXXXXX	33.4% 33.3% 33.3%
	Provided that if any of my children predeceases me, the surviving children of any such child shall receive in equal portions the share their parent would have received, if living. If no child of a deceased child survives, the share of that child of mine shall go to the survivor or survivors of my children, equally.				
Minor Children (Custodian for Minor)	John J. Doe, son and Jane J. Doe, daughter, equally, or to the survivor. However, if any proceeds become payable to a beneficiary who is a minor as defined in the Iowa Uniform Transfers to Minors Act (UTMA), such proceeds shall be paid to Frank Doe, as custodian for John Doe under the Iowa UTMA and Frank Doe, as custodian for Jane Doe under the Iowa UTMA.				



Follow these simple steps to combine balances from a previous employer's plan with the current plan.

Name (Last)	(First)	(MI)	<input type="checkbox"/> Single	<input type="checkbox"/> Male
Address			<input type="checkbox"/> Married	<input type="checkbox"/> Female
City			Social Security Number	
State	Zip	Country	Phone Number	
Email Address			() -	
Date of birth	Expected Retirement Age	Date of Original Employment		
/ /		/ /		
If you have been rehired, complete these dates: →		Date of Termination	Date of Rehire	
		/ /	/ /	

Note: The email address you submit will be used for all services provided by The Principal®. We will not provide your email to third parties. For more information, see our privacy policy at principal.com.

Request Rollover From Prior Financial Institution

- Contact the financial institution that currently holds your retirement funds to request a rollover.
- Instruct them to complete the rollover check as follows:

Checks must be made payable to:

D.C.G. & T.C (d.b.a Principal Trust Company) as Trustee
for Retirement Plan Clients
FBO: Your Name
Contract Number/Plan ID 4-58099

Please mail this completed form with your check to:

The Principal Financial Group
P.O. Box 9394
Des Moines, IA 50306-9394

If you have questions or would like assistance in contacting the financial institution to obtain your rollover funds, please call our Client Contact Center at 1-800-547-7754.

1 Rollover Information

The retirement funds rolled over into this plan result from a distribution from a: (please check applicable boxes).

- | | | |
|---|--|--|
| <input type="checkbox"/> 401(k) or other Qualified Plan | <input type="checkbox"/> SIMPLE IRA | <input type="checkbox"/> Governmental 457 Plan |
| <input type="checkbox"/> Simplified Employee Pension Plan (SEP) | <input type="checkbox"/> IRA (pre-tax contributions) | <input type="checkbox"/> 403(b) Plan |

Name of Financial Institution from which funds are transferring

Previous Plan/Account Name and Number from which funds are transferring

The rollover is assumed to be a pre-tax distribution unless specified below:

Amount of non-Roth After-Tax Contributions (i.e., basis)	\$ _____
Amount of Roth After-tax Contributions (i.e., basis)	\$ _____
Amount of Earnings on Roth After-tax	\$ _____
Year 1 st Roth After-tax Contribution was made	_____

You may roll over a distribution from a traditional IRA to a plan qualified under Code section 401(a) or (b) annuity or governmental 457(b) plan to the extent that the distribution would be taxable if not rolled over. After-tax contributions in an IRA may not be rolled over to one of these plans. Amounts rolled into a Governmental 457(b) plan other than another governmental 457(b) plan are subject to a 10% early withdrawal tax.

Note: You may rollover a Roth account only into a plan that allows Roth contributions. Please check your Summary Plan Description before rolling over Roth accounts to make sure Roth contributions are available. You may not rollover Roth contributions into a Governmental 457(b) plan.

2 My Customized Investment Options

Make your investment election(s) by showing the percentage you want directed to each investment option. The column must add up to 100%. This investment direction applies only to your rollover contribution. If this section is not completed, we will invest your rollover contribution based on your current investment election, if available, or the plan's default investment option.

Short-Term Fixed Income		
Fixed Income Guaranteed Option		_____ %
Fixed Income		
JP Morgan Investment Mgmt Inc.		
JP Morgan High Yield R5 Fund		_____ %
Metropolitan Management		
Metropolitan West Total Return Bond M Fund		_____ %
Balanced/Asset Allocation		
T. Rowe Price Associates, Inc.		
T. Rowe Price Retirement Income Advisor Fund		_____ %
T. Rowe Price Retirement 2005 Advisor Fund		_____ %
T. Rowe Price Retirement 2010 Advisor Fund		_____ %
T. Rowe Price Retirement 2015 Advisor Fund		_____ %
T. Rowe Price Retirement 2020 Advisor Fund		_____ %
T. Rowe Price Retirement 2025 Advisor Fund		_____ %
T. Rowe Price Retirement 2030 Advisor Fund		_____ %
T. Rowe Price Retirement 2035 Advisor Fund		_____ %
T. Rowe Price Retirement 2040 Advisor Fund		_____ %
T. Rowe Price Retirement 2045 Advisor Fund		_____ %
T. Rowe Price Retirement 2050 Advisor Fund		_____ %
T. Rowe Price Retirement 2055 Advisor Fund		_____ %
Large U.S. Equity		
T. Rowe Price Associates, Inc.		
T. Rowe Price Equity Income Fund		_____ %
T. Rowe Price/Brown Advisory		
LargeCap Growth I Inst Fund ^B		_____ %
Vanguard Group		
Vanguard 500 Index Signal Fund		_____ %
Small/Mid U.S. Equity		
AllianceBern / CCI / Brown		
SmallCap Growth I Inst Fund ^B		_____ %
Artisan Mutual Funds		
Artisan Mid Cap Value Fund		_____ %
Goldman Sachs Asset Mgt		
Goldman Sachs Small Cap Value Inst Fund		_____ %
Nuveen Asset Management		
Nuveen Real Estate Securities I Fund		_____ %
Turner / Jacobs Levy		
MidCap Growth III Inst Fund ^B		_____ %
Vanguard Group		
Vanguard Mid Cap Index Signal Fund		_____ %
Vanguard Small-Cap Index Inv Fund		_____ %
International Equity		
Harbor Capital Advisors		
Harbor International Adm Fund		_____ %

OppenheimerFunds, Inc.

Oppenheimer Developing Markets Y Fund %
 Oppenheimer International Growth Y Fund %

TOTAL of all lines should equal **100 %**

3 My Signature (Please sign below after you have completed this form)

I may ROLLOVER only retirement funds that are allowed under the retirement plan. I have verified with my benefits representative that these funds can be deposited according to plan provisions.

By signing below you declare this information is correct.

My Signature _____ Date _____ / _____ / _____
 X _____ / _____ / _____

4 Plan Sponsor Signature (Please sign below after you have reviewed this form)

Based on the information above, this rollover contribution is acceptable according to the plan provisions. Principal Life Insurance Company is directed to accept this rollover contribution and keep the appropriate records and accounts.

Plan Sponsor or Trustee Name _____
 Plan Sponsor or Trustee Signature _____ Date _____ / _____ / _____
 X _____ / _____ / _____

5 Submit Rollover Form and Check

You or your current plan sponsor can return your completed form:

- Check Enclosed
- Financial Institution will forward

Mail to:
 Principal Life Insurance Company
 P.O. Box 9394
 Des Moines, IA 50306-9394

Fax to:
 1-866-704-3481

^B For more information about this investment option, including its full name, please see The Principal Fund, Inc. Profile or visit The Principal Web site at www.principal.com. Insurance products and plan administrative services are provided by Principal Life Insurance Company. This workbook content is current as of the production date noted below. If there are any discrepancies between this information and the legal plan document, the legal plan document will govern. If the production date is older than six months, you should contact your plan sponsor or log in to principal.com for current retirement plan and investment option information. The member companies of the Principal Financial Group® prohibit the manipulation of this workbook content. If your plan sponsor elects to provide this workbook electronically, The Principal® is not responsible for any unauthorized changes.

NORTHERN CALIFORNIA INSTITUTE FOR RESEARCH AND EDUCATION 403(B) SAVINGS PLAN

Retirement Plan and Investment Information

05/17/2012

Contract/Plan ID Number 4-58099

This document uses these defined words and phrases:

Plan means **NORTHERN CALIFORNIA INSTITUTE FOR RESEARCH AND EDUCATION 403(B) SAVINGS PLAN.**

Plan Fiduciary means the individual(s) holding authority over the operation and administration of the Plan and its retirement funds. The Plan Sponsor is typically the Plan Fiduciary. Contact the Plan Administrator for further details.

Plan Sponsor means **NORTHERN CALIFORNIA INSTITUTE FOR RESEARCH AN.**

You means the Plan participant or beneficiary.

Plan Administrator is a Plan Fiduciary that has authority over operation and administration of the Plan. You should contact the Plan Administrator if you have any questions about the investment options under the Plan or if you would like paper copies of additional investment information that is available online at principal.com.

The Plan Administrator is:

NORTHERN CALIFORNIA INSTITUTE FOR RESEARCH AND EDUCATION
4150 CLEMENT ST
151NC
SAN FRANCISCO, CA 94121-1545
415-750-6954

Information about ERISA Section 404(c)

The Employee Retirement Income Security Act (ERISA) provides rules about the investment of retirement funds. The Plan Sponsor chose to qualify the Plan as an ERISA 404(c) plan and intends to comply with ERISA Section 404(c) requirements by providing information for you to make informed 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.

How does this affect you?

The Plan Fiduciary makes certain investment options available under the Plan. You decide which of those options works best for you according to your age and circumstances. This means that you are responsible for directing the investment in the account the Plan holds for your benefit (your account).

Directing or Transferring Between Investment Options

You can direct or transfer retirement funds between the different investment options at least quarterly. The Plan may allow for more frequent changes and transfers. To transfer retirement funds, you can call the automated phone system of the Principal Financial Group® at 1-800-547-7754 or log in to your account at principal.com.

A description of the exercise of voting, tender and similar rights for an investment alternative and any restrictions on these rights is located in the trustee powers section of the trust agreement. Contact the Plan Administrator to obtain the trust agreement, if applicable.

The Plan Administrator can provide the following additional information, upon request:

- 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)

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.

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.

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: 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: High Yield Bond												
Inv Manager or Sub-Advisor : JP Morgan Investment Mgmt Inc.												
Investment Option Name	Average Annual Total Return											
JP Morgan High Yield R5 Fund ^{4,10,18,23,E}	(as of 03/31/2012 quarter end)						(as of 12/31/2011 year end)					
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date	
	5.28	4.17	20.24	7.22	8.81	8.02	2.67	6.76	8.27	7.41	5/2006	
Benchmark: Merrill Lynch U.S. High Yield Master II Index	5.15	5.63	23.78	7.84	8.96	-	4.38	7.34	8.59	-	-	
Description: The investment seeks a high level of current income; capital appreciation is a secondary objective. The fund normally invests at least 80% of assets in bonds, other debt securities, loan assignments and participations (Loans), commitments to purchase loan assignments (Unfunded Commitments) and preferred stock that is rated below investment grade or unrated. It may invest no more than 30% of net assets in Loans and Unfunded Commitments. The fund’s average weighted maturity ordinarily will range between three and ten years.												
Composition (% of Assets) as of 02/29/2012				Fees & Expenses				# of Transfers Allowed/Time Period				
Cash	5.02	U.S. Stocks	1.09	Total Inv Exp Net			0.87	2/60 day period				
Non-U.S. Stocks	0.70	Non-U.S. Bonds	19.56	Contractual Cap Expiration Date			N/A					
Convertibles	0.12	Preferred	1.36	Waiver Expiration Date			07/01/2012					
U.S. Bonds	70.76	Other	1.41	Total Inv Exp Gross			0.88					
				Total Inv Exp Gross Per \$1,000 Invested			\$8.80					
				Redemption Fee			-					

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-Term Bond													
Inv Manager or Sub-Advisor : Metropolitan Management													
Investment Option Name		Average Annual Total Return											
Metropolitan West Total Return Bond M Fund		(as of 03/31/2012 quarter end)					(as of 12/31/2011 year end)						
		YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date	
		2.69	6.55	12.01	7.74	6.83	7.38	5.19	7.54	6.53	7.31	3/1997	
Benchmark: Barclays Capital U.S. Government/Credit 5-10 Year Index		0.72	11.07	9.56	7.64	7.01	-	10.79	7.84	6.88	-	-	
Description: The investment seeks to maximize long-term total return. The fund pursues its objective by investing, under normal circumstances, at least 80% of net assets in investment grade fixed income securities or unrated securities that are determined by the Adviser to be of similar quality. Up to 20% of the fund's net assets may be invested in securities rated below investment grade. Under normal conditions, the portfolio duration is two to eight years and the dollar-weighted average maturity ranges from two to fifteen years.													
Composition (% of Assets) as of 12/31/2011				Fees & Expenses				# of Transfers Allowed/Time Period					
Cash	9.14	Non-U.S. Bonds	6.84	Total Inv Exp Net			0.64	-					
Preferred	0.24	U.S. Bonds	84.42	Contractual Cap Expiration Date			N/A						
Other	-0.63				Waiver Expiration Date								N/A
				Total Inv Exp Gross			0.64						
				Total Inv Exp Gross Per \$1,000 Invested			\$6.40						
				Redemption Fee			-						

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: Retirement Income												
Inv Manager or Sub-Advisor : T. Rowe Price Associates, Inc.												
Investment Option Name		Average Annual Total Return										
T. Rowe Price Retirement Income Advisor Fund ^{8,9,13,18,23,E}		(as of 03/31/2012 quarter end)					(as of 12/31/2011 year end)					
		YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
		6.19	4.31	14.00	4.06	-	5.58	1.10	3.12	-	4.98	10/2003
Benchmark: Morningstar Lifetime Moderate Income Index		5.15	6.15	12.66	5.50	6.89	-	4.00	4.86	6.54	7.43	-
Description: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income. The fund invests in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. It is intended for retired investors who seek income and relative stability from bonds along with some capital appreciation potential from stocks. The fund's "neutral allocations," which are what T. Rowe Price considers broadly appropriate for investors during their retirement years, are 40% stock funds and 60% bond funds. While the investment is non-diversified, it invests in diversified underlying holdings.												
Composition (% of Assets) as of 12/31/2011				Fees & Expenses				# of Transfers Allowed/Time Period				
Cash	7.06	U.S. Stocks	30.34	Total Inv Exp Net			0.81	2/90 day period				
Non-U.S. Stocks	11.38	Non-U.S. Bonds	8.85	Contractual Cap Expiration Date			N/A					
Convertibles	0.01	Preferred	0.07	Waiver Expiration Date			N/A					
U.S. Bonds	41.73	Other	0.55	Total Inv Exp Gross			0.81					
				Total Inv Exp Gross Per \$1,000 Invested			\$8.10					
				Redemption Fee			-					

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 : T. Rowe Price Associates, Inc.													
Investment Option Name			Average Annual Total Return										
T. Rowe Price Retirement 2005 Advisor Fund ^{8,9,18,23,F}			(as of 03/31/2012 quarter end)						(as of 12/31/2011 year end)				
			YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
			6.72	4.55	15.91	3.93	-	3.15	1.08	2.90	-	1.87	5/2007
Benchmark: Morningstar Lifetime Moderate 2010 Index			6.52	6.53	15.81	5.26	7.34	-	3.53	4.37	6.87	6.19	-
Description: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income. The fund invests in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. Its allocation between T. Rowe Price stock and bond funds will change over time in relation to its target retirement date. The fund normally invests 44.5% in stocks and 55.5% in bonds. While the investment is non-diversified, it invests in diversified underlying holdings.													
Composition (% of Assets) as of 12/31/2011				Fees & Expenses				# of Transfers Allowed/Time Period					
Cash	6.07	U.S. Stocks	33.43	Total Inv Exp Net				0.83					1/30 day period
Non-U.S. Stocks	12.39	Non-U.S. Bonds	10.90	Contractual Cap Expiration Date				N/A					
Convertibles	0.01	Preferred	0.14	Waiver Expiration Date				N/A					
U.S. Bonds	36.31	Other	0.75	Total Inv Exp Gross				0.83					
				Total Inv Exp Gross Per \$1,000 Invested				\$8.30					
				Redemption Fee				-					
Inv Manager or Sub-Advisor : T. Rowe Price Associates, Inc.													
Investment Option Name			Average Annual Total Return										
T. Rowe Price Retirement 2010 Advisor Fund ^{8,9,18,23,F}			(as of 03/31/2012 quarter end)						(as of 12/31/2011 year end)				
			YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
			7.89	4.43	17.68	3.53	-	6.36	0.28	2.29	-	5.57	10/2003
Benchmark: Morningstar Lifetime Moderate 2010 Index			6.52	6.53	15.81	5.26	7.34	-	3.53	4.37	6.87	8.72	-
Description: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income. The fund invests in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. Its allocation between T. Rowe Price stock and bond funds will change over time in relation to its target retirement date. The fund normally invests 53% in stocks and 47% in bonds. While the investment is non-diversified, it invests in diversified underlying holdings.													
Composition (% of Assets) as of 12/31/2011				Fees & Expenses				# of Transfers Allowed/Time Period					
Cash	5.22	U.S. Stocks	38.58	Total Inv Exp Net				0.86					1/30 day period
Non-U.S. Stocks	15.05	Non-U.S. Bonds	9.60	Contractual Cap Expiration Date				N/A					
Convertibles	0.03	Preferred	0.17	Waiver Expiration Date				N/A					
U.S. Bonds	30.52	Other	0.83	Total Inv Exp Gross				0.86					
				Total Inv Exp Gross Per \$1,000 Invested				\$8.60					
				Redemption Fee				-					
Investment Category: Target Date 2011-2015													
Inv Manager or Sub-Advisor : T. Rowe Price Associates, Inc.													
Investment Option Name			Average Annual Total Return										
T. Rowe Price Retirement 2015 Advisor Fund ^{8,9,18,23,F}			(as of 03/31/2012 quarter end)						(as of 12/31/2011 year end)				
			YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
			9.18	4.25	19.37	3.34	-	2.21	-0.66	1.85	-	0.39	5/2007
Benchmark: Morningstar Lifetime Moderate 2015 Index			7.30	6.21	17.34	4.88	7.42	-	2.84	3.85	6.89	6.28	-
Description: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income. The fund invests in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. Its allocation between T. Rowe Price stock and bond funds will change over time in relation to its target retirement date. The fund normally invests 62.5% in stocks and 37.5% in bonds. While the investment is non-diversified, it invests in diversified underlying holdings.													
Composition (% of Assets) as of 12/31/2011				Fees & Expenses				# of Transfers Allowed/Time Period					
Cash	5.29	U.S. Stocks	44.11	Total Inv Exp Net				0.90					1/30 day period
Non-U.S. Stocks	17.98	Non-U.S. Bonds	8.26	Contractual Cap Expiration Date				N/A					
Convertibles	0.05	Preferred	0.19	Waiver Expiration Date				N/A					
U.S. Bonds	23.28	Other	0.84	Total Inv Exp Gross				0.90					
				Total Inv Exp Gross Per \$1,000 Invested				\$9.00					
				Redemption Fee				-					

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 2016-2020												
Inv Manager or Sub-Advisor : T. Rowe Price Associates, Inc.												
Investment Option Name		Average Annual Total Return										
T. Rowe Price Retirement 2020 Advisor Fund ^{8,9,18,23,F}		(as of 03/31/2012 quarter end)					(as of 12/31/2011 year end)					
		YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
		10.37	4.18	20.87	3.00	-	6.65	-1.45	1.31	-	5.58	10/2003
Benchmark: Morningstar Lifetime Moderate 2020 Index		8.30	5.51	19.09	4.29	7.44	-	1.70	3.10	6.84	9.57	-
Description: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income. The fund invests in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. Its allocation between T. Rowe Price stock and bond funds will change over time in relation to its target retirement date. The fund normally invests 70.5% in stocks and 29.5% in bonds. While the investment is non-diversified, it invests in diversified underlying holdings.												
Composition (% of Assets) as of 12/31/2011				Fees & Expenses				# of Transfers Allowed/Time Period				
Cash	4.02	U.S. Stocks	49.24	Total Inv Exp Net			0.94		1/30 day period			
Non-U.S. Stocks	20.84	Non-U.S. Bonds	6.80	Contractual Cap Expiration Date			N/A					
Convertibles	0.07	Preferred	0.25	Waiver Expiration Date			N/A					
U.S. Bonds	17.81	Other	0.97	Total Inv Exp Gross			0.94					
				Total Inv Exp Gross Per \$1,000 Invested			\$9.40					
				Redemption Fee			-					
Investment Category: Target Date 2021-2025												
Inv Manager or Sub-Advisor : T. Rowe Price Associates, Inc.												
Investment Option Name		Average Annual Total Return										
T. Rowe Price Retirement 2025 Advisor Fund ^{8,9,18,23,F}		(as of 03/31/2012 quarter end)					(as of 12/31/2011 year end)					
		YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
		11.26	3.75	21.95	2.67	-	1.31	-2.32	0.82	-	-0.95	5/2007
Benchmark: Morningstar Lifetime Moderate 2025 Index		9.42	4.49	20.73	3.63	7.40	-	0.21	2.26	6.71	6.08	-
Description: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income. The fund invests in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. Its allocation between T. Rowe Price stock and bond funds will change over time in relation to its target retirement date. The fund normally invests 78% in stocks and 22% in bonds. While the investment is non-diversified, it invests in diversified underlying holdings.												
Composition (% of Assets) as of 12/31/2011				Fees & Expenses				# of Transfers Allowed/Time Period				
Cash	4.69	U.S. Stocks	53.29	Total Inv Exp Net			0.97		1/30 day period			
Non-U.S. Stocks	23.01	Non-U.S. Bonds	5.10	Contractual Cap Expiration Date			N/A					
Convertibles	0.09	Preferred	0.30	Waiver Expiration Date			N/A					
U.S. Bonds	12.46	Other	1.06	Total Inv Exp Gross			0.97					
				Total Inv Exp Gross Per \$1,000 Invested			\$9.70					
				Redemption Fee			-					
Investment Category: Target Date 2026-2030												
Inv Manager or Sub-Advisor : T. Rowe Price Associates, Inc.												
Investment Option Name		Average Annual Total Return										
T. Rowe Price Retirement 2030 Advisor Fund ^{8,9,18,23,F}		(as of 03/31/2012 quarter end)					(as of 12/31/2011 year end)					
		YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
		12.17	3.60	22.82	2.46	-	6.83	-2.96	0.45	-	5.55	10/2003
Benchmark: Morningstar Lifetime Moderate 2030 Index		10.38	3.45	21.87	3.09	7.35	-	-1.24	1.56	6.58	-	-
Description: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income. The fund invests in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. Its allocation between T. Rowe Price stock and bond funds will change over time in relation to its target retirement date. The fund normally invests 84% in stocks and 16% in bonds. While the investment is non-diversified, it invests in diversified underlying holdings.												
Composition (% of Assets) as of 12/31/2011				Fees & Expenses				# of Transfers Allowed/Time Period				
Cash	3.31	U.S. Stocks	57.51	Total Inv Exp Net			0.99		1/30 day period			
Non-U.S. Stocks	25.24	Non-U.S. Bonds	3.83	Contractual Cap Expiration Date			N/A					
Convertibles	0.10	Preferred	0.35	Waiver Expiration Date			N/A					
U.S. Bonds	8.49	Other	1.17	Total Inv Exp Gross			0.99					
				Total Inv Exp Gross Per \$1,000 Invested			\$9.90					
				Redemption Fee			-					

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 2031-2035												
Inv Manager or Sub-Advisor : T. Rowe Price Associates, Inc.												
Investment Option Name		Average Annual Total Return										
T. Rowe Price Retirement 2035 Advisor Fund ^{8,9,18,23,F}		(as of 03/31/2012 quarter end)					(as of 12/31/2011 year end)					
		YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
		12.81	3.35	23.36	2.31	-	0.83	-3.51	0.19	-	-1.75	5/2007
Benchmark: Morningstar Lifetime Moderate 2035 Index		10.96	2.67	22.43	2.79	7.35	-	-2.29	1.17	6.53	5.76	-
Description: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income. The fund invests in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. Its allocation between T. Rowe Price stock and bond funds will change over time in relation to its target retirement date. The fund normally invests 89% in stocks and 11% in bonds. While the investment is non-diversified, it invests in diversified underlying holdings.												
Composition (% of Assets) as of 12/31/2011				Fees & Expenses				# of Transfers Allowed/Time Period				
Cash	3.68	U.S. Stocks	60.16	Total Inv Exp Net			1.01	1/30 day period				
Non-U.S. Stocks	26.69	Non-U.S. Bonds	2.42	Contractual Cap Expiration Date			N/A					
Convertibles	0.11	Preferred	0.37	Waiver Expiration Date			N/A					
U.S. Bonds	5.34	Other	1.23	Total Inv Exp Gross			1.01					
				Total Inv Exp Gross Per \$1,000 Invested			\$10.10					
				Redemption Fee			-					
Investment Category: Target Date 2036-2040												
Inv Manager or Sub-Advisor : T. Rowe Price Associates, Inc.												
Investment Option Name		Average Annual Total Return										
T. Rowe Price Retirement 2040 Advisor Fund ^{8,9,18,23,F}		(as of 03/31/2012 quarter end)					(as of 12/31/2011 year end)					
		YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
		13.05	3.39	23.41	2.34	-	6.75	-3.69	0.17	-	5.37	10/2003
Benchmark: Morningstar Lifetime Moderate 2040 Index		11.20	2.24	22.62	2.68	7.40	-	-2.85	1.03	6.57	9.72	-
Description: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income. The fund invests in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. Its allocation between T. Rowe Price stock and bond funds will change over time in relation to its target retirement date. The fund normally invests 89.5% in stocks and 9.5% in bonds. While the investment is non-diversified, it invests in diversified underlying holdings.												
Composition (% of Assets) as of 12/31/2011				Fees & Expenses				# of Transfers Allowed/Time Period				
Cash	2.97	U.S. Stocks	61.29	Total Inv Exp Net			1.01	1/30 day period				
Non-U.S. Stocks	27.40	Non-U.S. Bonds	2.06	Contractual Cap Expiration Date			N/A					
Convertibles	0.12	Preferred	0.38	Waiver Expiration Date			N/A					
U.S. Bonds	4.52	Other	1.26	Total Inv Exp Gross			1.01					
				Total Inv Exp Gross Per \$1,000 Invested			\$10.10					
				Redemption Fee			-					
Investment Category: Target Date 2041-2045												
Inv Manager or Sub-Advisor : T. Rowe Price Associates, Inc.												
Investment Option Name		Average Annual Total Return										
T. Rowe Price Retirement 2045 Advisor Fund ^{8,9,18,23,F}		(as of 03/31/2012 quarter end)					(as of 12/31/2011 year end)					
		YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
		13.00	3.41	23.38	2.35	-	0.86	-3.66	0.19	-	-1.74	5/2007
Benchmark: Morningstar Lifetime Moderate 2045 Index		11.27	1.96	22.69	2.64	7.48	-	-3.19	0.98	6.65	-	-
Description: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income. The fund invests in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. Its allocation between T. Rowe Price stock and bond funds will change over time in relation to its target retirement date. The fund normally invests 89.5% in stocks and 9.5% in bonds. While the investment is non-diversified, it invests in diversified underlying holdings.												
Composition (% of Assets) as of 12/31/2011				Fees & Expenses				# of Transfers Allowed/Time Period				
Cash	3.58	U.S. Stocks	61.07	Total Inv Exp Net			1.01	1/30 day period				
Non-U.S. Stocks	27.23	Non-U.S. Bonds	1.96	Contractual Cap Expiration Date			N/A					
Convertibles	0.12	Preferred	0.39	Waiver Expiration Date			N/A					
U.S. Bonds	4.39	Other	1.27	Total Inv Exp Gross			1.01					
				Total Inv Exp Gross Per \$1,000 Invested			\$10.10					
				Redemption Fee			-					

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 2051+												
Inv Manager or Sub-Advisor : T. Rowe Price Associates, Inc.												
Investment Option Name		Average Annual Total Return										
T. Rowe Price Retirement 2055 Advisor Fund ^{8,9,18,23,F}		(as of 03/31/2012 quarter end)					(as of 12/31/2011 year end)					
		YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
		12.94	3.42	23.41	2.30	-	0.84	-3.56	0.17	-	-1.76	5/2007
Benchmark: Morningstar Lifetime Moderate 2050 Index		11.32	1.73	22.73	2.62	7.56	-	-3.47	0.96	6.73	-	-
Description: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income. The fund invests in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. Its allocation between T. Rowe Price stock and bond funds will change over time in relation to its target retirement date. The fund normally invests 89.5% in stocks and 9.5% in bonds. While the investment is non-diversified, it invests in diversified underlying holdings.												
Composition (% of Assets) as of 12/31/2011				Fees & Expenses				# of Transfers Allowed/Time Period				
Cash	4.10	U.S. Stocks	60.85	Total Inv Exp Net			1.01	1/30 day period				
Non-U.S. Stocks	27.01	Non-U.S. Bonds	1.94	Contractual Cap Expiration Date			N/A					
Convertibles	0.12	Preferred	0.39	Waiver Expiration Date			N/A					
U.S. Bonds	4.33	Other	1.26	Total Inv Exp Gross			1.01					
				Total Inv Exp Gross Per \$1,000 Invested			\$10.10					
				Redemption Fee			-					
Investment Category: Target Date 2046-2050												
Inv Manager or Sub-Advisor : T. Rowe Price Associates, Inc.												
Investment Option Name		Average Annual Total Return										
T. Rowe Price Retirement 2050 Advisor Fund ^{8,9,18,F}		(as of 03/31/2012 quarter end)					(as of 12/31/2011 year end)					
		YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
		13.04	3.45	23.38	2.33	-	2.52	-3.68	0.17	-	0.17	12/2006
Benchmark: Morningstar Lifetime Moderate 2050 Index		11.32	1.73	22.73	2.62	7.56	-	-3.47	0.96	6.73	0.96	-
Description: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income. The fund invests in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. Its allocation between T. Rowe Price stock and bond funds will change over time in relation to its target retirement date. The fund normally invests 89.5% in stocks and 9.5% in bonds. While the investment is non-diversified, it invests in diversified underlying holdings.												
Composition (% of Assets) as of 12/31/2011				Fees & Expenses				# of Transfers Allowed/Time Period				
Cash	3.72	U.S. Stocks	61.00	Total Inv Exp Net			1.01	1/30 day period				
Non-U.S. Stocks	27.22	Non-U.S. Bonds	1.93	Contractual Cap Expiration Date			N/A					
Convertibles	0.12	Preferred	0.39	Waiver Expiration Date			N/A					
U.S. Bonds	4.35	Other	1.27	Total Inv Exp Gross			1.01					
				Total Inv Exp Gross Per \$1,000 Invested			\$10.10					
				Redemption Fee			-					

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 : T. Rowe Price Associates, Inc.																
Investment Option Name						Average Annual Total Return										
T. Rowe Price Equity Income Fund ^F						(as of 03/31/2012 quarter end)					(as of 12/31/2011 year end)					
						YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
						11.23	4.51	23.58	0.92	4.71	10.79	-0.72	-0.96	4.07	10.45	10/1985
Benchmark: Russell 1000 Value Index						11.12	4.79	22.82	-0.81	4.58	-	0.39	-2.64	3.89	-	-
Description: The investment seeks to provide substantial dividend income as well as long-term growth of capital. The fund will normally invest at least 80% of net assets (including any borrowings for investment purposes) in common stocks, with 65% in the common stocks of well-established companies paying above-average dividends. It invests most assets in U.S. common stocks, and may also invest in foreign stocks in keeping with the fund's objectives.																
Composition (% of Assets) as of 12/31/2011				Fees & Expenses				# of Transfers Allowed/Time Period								
Cash	3.95	U.S. Stocks	86.79	Total Inv Exp Net		0.69		1/30 day period								
Non-U.S. Stocks	5.03	Non-U.S. Bonds	0.22	Contractual Cap Expiration Date		N/A										
Preferred	0.54	U.S. Bonds	0.58	Waiver Expiration Date		N/A										
Other	2.88			Total Inv Exp Gross		0.70										
				Total Inv Exp Gross Per \$1,000 Invested		\$7.00										
				Redemption Fee		-										
Investment Category: Large Blend																
Inv Manager or Sub-Advisor : Vanguard Group																
Investment Option Name						Average Annual Total Return										
Vanguard 500 Index Signal Fund ^{2,23,F}						(as of 03/31/2012 quarter end)					(as of 12/31/2011 year end)					
						YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
						12.58	8.51	23.43	2.03	4.07	3.17	2.08	-0.23	2.87	1.02	9/2006
Benchmark: Russell 1000 Index						12.90	7.86	24.03	2.19	4.53	-	1.50	-0.02	3.34	-	-
Description: The investment seeks to track the performance of a benchmark index that measures the investment return of large-capitalization stocks. The fund employs a passive management or indexing investment approach designed to track the performance of the Standard & Poor's 500 Index, which is a widely recognized benchmark of U.S. stock market performance that is dominated by the stocks of large U.S. companies. It attempts to replicate the target index by investing all, or substantially all, of its assets in the stocks that make up the index, holding each stock in approximately the same proportion as its weighting in the index.																
Composition (% of Assets) as of 12/31/2011				Fees & Expenses				# of Transfers Allowed/Time Period								
Cash	0.20	U.S. Stocks	99.71	Total Inv Exp Net		0.06		1/60 day period								
Non-U.S. Stocks	0.08			Contractual Cap Expiration Date		N/A										
				Waiver Expiration Date		N/A										
				Total Inv Exp Gross		0.06										
				Total Inv Exp Gross Per \$1,000 Invested		\$0.60										
				Redemption Fee		-										
Investment Category: Large Growth																
Inv Manager or Sub-Advisor : T. Rowe Price/Brown Advisory																
Investment Option Name						Average Annual Total Return										
LargeCap Growth I Inst Fund ^{8,19,20,21,F}						(as of 03/31/2012 quarter end)					(as of 12/31/2011 year end)					
						YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
						18.13	10.95	28.62	6.65	4.80	1.97	-0.31	3.21	2.72	0.49	12/2000
Benchmark: Russell 1000 Growth Index						14.69	11.02	25.28	5.10	4.28	-	2.64	2.50	2.60	-	-
Description: The investment seeks long-term growth of capital. The fund invests at least 80% of its net assets in equity securities of companies with large market capitalizations (those with market capitalization ranges similar to the companies in the Russell 1000(R) Growth Index) at the time of purchase. It invests in growth equity securities; growth orientation emphasizes buying equity securities of companies whose potential for growth of capital and earnings is expected to be above average. The fund may also invest in securities of foreign companies.																
Composition (% of Assets) as of 02/29/2012				Fees & Expenses				# of Transfers Allowed/Time Period								
Cash	0.07	U.S. Stocks	92.77	Total Inv Exp Net		0.61		1/30 day period								
Non-U.S. Stocks	7.06	Other	0.10	Contractual Cap Expiration Date		02/28/2013										
				Waiver Expiration Date		02/28/2013										
				Total Inv Exp Gross		0.63										
				Total Inv Exp Gross Per \$1,000 Invested		\$6.30										
				Redemption Fee		-										

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 : Artisan Mutual Funds												
Investment Option Name	Average Annual Total Return											
Artisan Mid Cap Value Fund ¹	(as of 03/31/2012 quarter end)						(as of 12/31/2011 year end)					
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date	
	9.39	5.59	26.22	5.42	10.93	11.13	6.42	4.53	10.57	10.47	3/2001	
Benchmark: Russell Midcap Value Index	11.41	2.28	29.18	1.26	8.02	-	-1.38	0.04	7.67	-	-	
Description: The investment seeks maximum long-term capital growth. The fund invests primarily in U.S. companies and, under normal circumstances, it 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 fund 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 that index.												
Composition (% of Assets) as of 12/31/2011				Fees & Expenses				# of Transfers Allowed/Time Period				
Cash	5.53	U.S. Stocks	90.77	Total Inv Exp Net	1.20		-					
Non-U.S. Stocks	3.70			Contractual Cap Expiration Date	N/A							
				Waiver Expiration Date	N/A							
				Total Inv Exp Gross	1.20							
				Total Inv Exp Gross Per \$1,000 Invested	\$12.00							
				Redemption Fee	-							
Investment Category: Mid Cap Blend												
Inv Manager or Sub-Advisor : Vanguard Group												
Investment Option Name	Average Annual Total Return											
Vanguard Mid Cap Index Signal Fund ^{1,2,23,F}	(as of 03/31/2012 quarter end)						(as of 12/31/2011 year end)					
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date	
	13.42	2.71	28.90	2.99	7.37	2.99	-1.99	1.34	6.72	0.45	3/2007	
Benchmark: Standard and Poor's 400 MidCap Stock Index	13.50	1.98	28.55	4.78	7.70	-	-1.73	3.32	7.04	-	-	
Description: The investment seeks to track the performance of a benchmark index that measures the investment return of mid-capitalization stocks. The fund employs a "passive management"-or indexing-investment approach designed to track the performance of the MSCI US Mid Cap 450 Index, a broadly diversified index of stocks of medium-size U.S. companies. It attempts to replicate the target index by investing all, or substantially all, of its assets in the stocks that make up the index, holding each stock in approximately the same proportion as its weighting in the index.												
Composition (% of Assets) as of 12/31/2011				Fees & Expenses				# of Transfers Allowed/Time Period				
Cash	0.06	U.S. Stocks	98.75	Total Inv Exp Net	0.12		1/60 day period					
Non-U.S. Stocks	1.18			Contractual Cap Expiration Date	N/A							
				Waiver Expiration Date	N/A							
				Total Inv Exp Gross	0.12							
				Total Inv Exp Gross Per \$1,000 Invested	\$1.20							
				Redemption Fee	-							
Investment Category: Mid Cap Growth												
Inv Manager or Sub-Advisor : Turner / Jacobs Levy												
Investment Option Name	Average Annual Total Return											
MidCap Growth III Inst Fund ^{B,1,6,20,F}	(as of 03/31/2012 quarter end)						(as of 12/31/2011 year end)					
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date	
	14.37	-0.17	28.47	4.61	6.26	1.76	-4.42	2.55	4.40	0.57	3/2001	
Benchmark: Russell Midcap Growth Index	14.52	4.43	29.16	4.44	6.92	-	-1.65	2.44	5.29	-	-	
Description: The investment seeks long-term growth of capital. The fund invests at least 80% of its net assets in equity securities of companies with medium market capitalizations (those with market capitalizations similar to companies in the Russell Midcap(R) Growth Index) at the time of purchase. It invests in growth equity securities; growth orientation emphasizes buying equity securities of companies whose potential for growth of capital and earnings is expected to be above average. The fund may actively trade portfolio securities.												
Composition (% of Assets) as of 02/29/2012				Fees & Expenses				# of Transfers Allowed/Time Period				
Cash	0.30	U.S. Stocks	92.53	Total Inv Exp Net	0.95		1/30 day period					
Non-U.S. Stocks	7.17			Contractual Cap Expiration Date	02/28/2013							
				Waiver Expiration Date	02/28/2013							
				Total Inv Exp Gross	0.97							
				Total Inv Exp Gross Per \$1,000 Invested	\$9.70							
				Redemption Fee	-							

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: Small Value													
Inv Manager or Sub-Advisor : Goldman Sachs Asset Mgt													
Investment Option Name		Average Annual Total Return											
Goldman Sachs Small Cap Value Inst Fund ^{1,23}		(as of 03/31/2012 quarter end)					(as of 12/31/2011 year end)						
		YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date	
		11.46	4.37	27.87	4.28	8.42	8.87	0.81	2.50	8.20	8.21	8/1997	
Benchmark: Russell 2000 Value Index		11.59	-1.07	25.36	0.01	6.59	-	-5.50	-1.87	6.40	-	-	
Description: The investment seeks long-term capital appreciation. The fund normally invests at least 80% of its net assets plus any borrowings for investment purposes (measured at time of purchase) ("net assets") in a diversified portfolio of equity investments in small-cap issuers with public stock market capitalizations within the range of the market capitalization of companies constituting the Russell 2000(R) Value Index at the time of investment. Although it invests primarily in publicly traded U.S. securities, the fund may also invest in foreign securities, including securities of issuers in emerging countries and securities quoted in foreign currencies.													
Composition (% of Assets) as of 12/31/2011				Fees & Expenses				# of Transfers Allowed/Time Period					
Cash	1.94	U.S. Stocks	97.40	Total Inv Exp Net			1.04						
Non-U.S. Stocks	0.66	Contractual Cap Expiration Date			12/29/2012								
				Waiver Expiration Date			12/29/2012						
				Total Inv Exp Gross			1.06						
				Total Inv Exp Gross Per \$1,000 Invested			\$10.60						
				Redemption Fee			-						
Investment Category: Small Blend													
Inv Manager or Sub-Advisor : Vanguard Group													
Investment Option Name		Average Annual Total Return											
Vanguard Small-Cap Index Inv Fund ^{1,2,F}		(as of 03/31/2012 quarter end)					(as of 12/31/2011 year end)						
		YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date	
		12.91	0.85	30.17	3.57	7.48	10.48	-2.80	1.79	6.60	10.27	10/1960	
Benchmark: Russell 2000 Index		12.44	-0.18	26.90	2.13	6.45	-	-4.18	0.15	5.62	-	-	
Description: The investment seeks to track the performance of a benchmark index that measures the investment return of small-capitalization stocks. The fund employs a "passive management"-or indexing-investment approach designed to track the performance of the MSCI US Small Cap 1750 Index, a broadly diversified index of stocks of smaller U.S. companies. It attempts to replicate the target index by investing all, or substantially all, of its assets in the stocks that make up the index, holding each stock in approximately the same proportion as its weighting in the index.													
Composition (% of Assets) as of 12/31/2011				Fees & Expenses				# of Transfers Allowed/Time Period					
Cash	0.21	U.S. Stocks	98.35	Total Inv Exp Net			0.31	1/60 day period					
Non-U.S. Stocks	1.40	Preferred	0.01	Contractual Cap Expiration Date			N/A						
U.S. Bonds	0.03	Waiver Expiration Date			N/A								
				Total Inv Exp Gross			0.31						
				Total Inv Exp Gross Per \$1,000 Invested			\$3.10						
				Redemption Fee			-						
Investment Category: Small Growth													
Inv Manager or Sub-Advisor : AllianceBern / CCI / Brown													
Investment Option Name		Average Annual Total Return											
SmallCap Growth I Inst Fund ^{B,1,19,20,22,F}		(as of 03/31/2012 quarter end)					(as of 12/31/2011 year end)						
		YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date	
		14.83	3.91	32.09	6.08	5.60	3.45	0.54	4.03	3.62	2.24	12/2000	
Benchmark: Russell 2000 Growth Index		13.28	0.68	28.36	4.15	6.00	-	-2.91	2.09	4.48	-	-	
Description: The investment seeks long-term growth of capital. The fund normally invests at least 80% of its net assets in equity securities of companies with small market capitalizations (those with market capitalizations equal to or smaller than the greater of: 1) \$4.0 billion or 2) the highest market capitalization of the companies in the Russell 2000(R) Growth Index) at the time of purchase. It invests in growth equity securities; growth orientation emphasizes buying equity securities of companies whose potential for growth of capital and earnings is expected to be above average.													
Composition (% of Assets) as of 02/29/2012				Fees & Expenses				# of Transfers Allowed/Time Period					
Cash	-0.11	U.S. Stocks	90.27	Total Inv Exp Net			1.07	1/30 day period					
Non-U.S. Stocks	9.85	Contractual Cap Expiration Date			02/28/2013								
				Waiver Expiration Date			02/28/2013						
				Total Inv Exp Gross			1.09						
				Total Inv Exp Gross Per \$1,000 Invested			\$10.90						
				Redemption Fee			-						

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: Real Estate												
Inv Manager or Sub-Advisor : Nuveen Asset Management												
Investment Option Name	Average Annual Total Return											
Nuveen Real Estate Securities I Fund ^{5,F}	(as of 03/31/2012 quarter end)						(as of 12/31/2011 year end)					
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date	
	10.75	12.37	42.28	1.81	12.57	12.55	7.96	0.35	12.34	12.06	6/1995	
Benchmark: Dow Jones U.S. Select REIT Index	10.76	13.53	44.48	-0.75	10.36	-	9.37	-2.04	10.12	-	-	
Description: The investment seeks to provide above average current income and long-term capital appreciation. The fund normally invests at least 80% of its net assets, plus the amount of any borrowings for investment purposes, in income-producing common stocks of publicly traded companies engaged in the real estate industry. It expects to emphasize investments in equity REITs, although it may invest in all three kinds of REITs. The fund may invest up to 15% of its total assets in non-dollar denominated equity securities of non-U.S. issuers. Up to 15% of the fund's total assets may be invested in equity securities of emerging market issuers. It is non-diversified.												
Composition (% of Assets) as of 01/31/2012				Fees & Expenses				# of Transfers Allowed/Time Period				
Cash	1.91	U.S. Stocks	95.22	Total Inv Exp Net			1.04		1/90 day period			
Non-U.S. Stocks	2.73	Preferred	0.14	Contractual Cap Expiration Date			N/A					
				Waiver Expiration Date			N/A					
				Total Inv Exp Gross			1.04					
				Total Inv Exp Gross Per \$1,000 Invested			\$10.40					
				Redemption Fee			-					
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: Diversified Emerging Markets												
Inv Manager or Sub-Advisor : OppenheimerFunds, Inc.												
Investment Option Name	Average Annual Total Return											
Oppenheimer Developing Markets Y Fund ^{3,23,E}	(as of 03/31/2012 quarter end)						(as of 12/31/2011 year end)					
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date	
	14.91	-4.97	30.02	8.54	17.86	13.38	-17.85	5.95	17.76	11.46	9/2005	
Benchmark: MSCI - Emerging Markets NDTR D Index	14.08	-8.80	25.07	4.67	14.13	-	-18.42	2.40	13.86	-	-	
Description: The investment seeks capital appreciation aggressively. The fund mainly invests in common stocks of issuers in emerging and developing markets throughout the world and may invest up to 100% of total assets in foreign securities. It normally invests at least 80% of net assets, plus borrowings for investment purposes, in equity securities of issuers whose principal activities are in at least three developing markets. The fund primarily invests in companies with high growth potential.												
Composition (% of Assets) as of 02/29/2012				Fees & Expenses				# of Transfers Allowed/Time Period				
Cash	4.08	Non-U.S. Stocks	95.48	Total Inv Exp Net			1.00		1/30 day period			
Preferred	0.38	Other	0.06	Contractual Cap Expiration Date			N/A					
				Waiver Expiration Date			N/A					
				Total Inv Exp Gross			1.00					
				Total Inv Exp Gross Per \$1,000 Invested			\$10.00					
				Redemption Fee			-					

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 : Harbor Capital Advisors													
Investment Option Name			Average Annual Total Return										
Harbor International Adm Fund ^{3,23,E,L}			(as of 03/31/2012 quarter end)					(as of 12/31/2011 year end)					
			YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
			14.35	-2.56	22.62	1.09	9.66	12.30	-11.35	-0.99	8.90	11.02	11/2002
Benchmark: MSCI ACWI Ex USA Index			11.23	-7.17	19.12	-1.56	7.28	-	-13.71	-2.92	6.31	-	-
Description: The investment seeks long-term total return, principally from growth of capital. The fund invests normally in a minimum of ten countries throughout the world, focusing on companies located in Europe, the Pacific Basin and emerging industrialized countries whose economies and political regimes appear stable. It invests primarily (no less than 65% of its total assets) in common and preferred stocks of foreign companies, including those located in emerging market countries. Companies in the fund's portfolio generally have market capitalizations in excess of \$1 billion at the time of purchase.													
Composition (% of Assets) as of 12/31/2011				Fees & Expenses				# of Transfers Allowed/Time Period					
Cash	2.75	Non-U.S. Stocks	95.61	Total Inv Exp Net			1.03	4/12 month period					
Preferred	1.63			Contractual Cap Expiration Date			N/A						
				Waiver Expiration Date			02/28/2013						
				Total Inv Exp Gross			1.04						
				Total Inv Exp Gross Per \$1,000 Invested			\$10.40						
				Redemption Fee			2% in 60 days						
Investment Category: Foreign Large Growth													
Inv Manager or Sub-Advisor : OppenheimerFunds, Inc.													
Investment Option Name			Average Annual Total Return										
Oppenheimer International Growth Y Fund ^{3,23,E}			(as of 03/31/2012 quarter end)					(as of 12/31/2011 year end)					
			YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
			13.56	1.82	22.18	1.37	7.86	6.73	-7.31	-0.36	6.69	4.87	9/2005
Benchmark: MSCI EAFE Growth Index			12.00	-3.71	17.74	-1.89	5.51	-	-12.11	-3.16	4.27	-	-
Description: The investment seeks long-term capital appreciation. The fund mainly invests in the common stock of growth companies that are domiciled or have their primary operations outside of the United States. It may invest 100% of its assets in securities of foreign companies. The fund may invest in emerging markets as well as in developed markets throughout the world. It normally will invest at least 65% of its total assets in common and preferred stocks of issuers in at least three different countries outside of the United States, and emphasize investments in common stocks of issuers that the portfolio managers consider to be "growth" companies.													
Composition (% of Assets) as of 02/29/2012				Fees & Expenses				# of Transfers Allowed/Time Period					
Cash	3.07	U.S. Stocks	0.32	Total Inv Exp Net			0.87	1/30 day period					
Non-U.S. Stocks	96.40	Other	0.21	Contractual Cap Expiration Date			N/A						
				Waiver Expiration Date			N/A						
				Total Inv Exp Gross			0.91						
				Total Inv Exp Gross Per \$1,000 Invested			\$9.10						
				Redemption Fee			-						

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 Option Name: Fixed Income Guaranteed Option ^{7,12}

Description:

This group annuity contract provides an interest rate guaranteed for a set period of time by the Principal Life Insurance Company. It is supported by the multi-billion dollar general account of Principal Life, which invests in private market bonds, commercial mortgages and mortgage-backed securities. However, money you allocate to this investment does not entitle you to participate in the investment experience or performance of the General Account. The rate credited to participant accounts is a composite weighted average of underlying guarantees provided in the contract. Each underlying guarantee is in effect for its full maturity. The maturity of each guarantee varies from 2 to 10 years at the establishment of the guarantee. Each guarantee matures at a different time. The term shown in the Term column represents the average maturity of the underlying guarantees. The composite rate (crediting rate) is reset every 6 months based on the changing weighted average of the underlying guarantees and applies prospectively (moving forward). The crediting rate is an effective annual rate and is displayed here as the rate guaranteed by Principal Life net of the Rate Level Service Fee. The composite rate is subject to an indexed minimum guaranteed rate that is determined through a formula determined according to state insurance regulations which utilizes Treasury rates and is outlined in the group annuity contract. The minimum will range between 1% and 3% depending on prevailing market conditions. The contract provides for benefit payments at book value (i.e., no market value adjustments or surrender charge adjustments) for withdrawals due to retirement, termination of employment, disability, loans, plan termination, or death, including participant-directed transfers. If the retirement program provides you access to the Fixed Income Guaranteed Option and Competing Plan Investment Options, participant transfers, either directly or indirectly, to Competing Plan Investment Options will generally be subject to an Equity Wash. An Equity Wash requires that transfers must be directed to a non-competing investment option under the plan for 90 days before such transferred amounts may be directed to any other Competing Plan Investment Option. Competing Plan Investment Options include other guaranteed investment options or fixed income, money market or bond funds that ever had an average duration of three years or less. A plan fiduciary-directed surrender or transfer will be subject to 12 months' advance notice or a 5% surrender charge (subject to additional contractual limitations), whichever the plan sponsor chooses. For more information, call the automated phone system at 1-800-547-7754 or see the applicable fact sheet on principal.com for a more complete description of this investment option and the crediting rate.

Rate Level Service Fee: 0.45

Crediting Rate (credited to participants)	Crediting Period	Term (underlying guarantees)
2.20	12/01/2011-05/31/2012	10.00 years
1.95	06/01/2012-11/30/2012	10.00 years

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.

^B Principal Funds mutual funds are part of the Principal Funds, Inc. series. Principal Funds, Inc is distributed by Principal Funds Distributor, Inc. Certain investment options may not be available in all states or U.S. commonwealths.

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.

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.

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.

As allowed by their prospectuses several mutual fund companies have decided to impose redemption fees and/or transfer restrictions on certain plan and/or participant transactions. Once 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.

© 2012 Morningstar, Inc. All Rights Reserved. Part of the mutual fund data contained herein: (1) is proprietary to Morningstar and/or its content providers; (2) may not be copied or distributed; and (3) is not warranted to be accurate, complete, or timely. Neither Morningstar nor its content providers are responsible for any damages or losses arising from any use of this information.

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.

Insurance products and plan administrative services are provided by Principal Life Insurance Company. Principal mutual funds are part of the Principal Funds, Inc. series. Principal Funds, Inc. is distributed by Principal Funds Distributor, Inc. Securities are offered through Princor Financial Services Corporation, 1-800-547-7754, member SIPC and/or independent broker/dealers. Securities sold by a Princor® Registered Representative are offered through Princor. Principal Funds Distributor, Princor and Principal Life are members of the Principal Financial Group® (The Principal®), Des Moines, IA 50392.

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 High yield investment options are subject to greater credit risk associated with high yield bonds.
- ⁵ Real estate investment options are subject to some risks inherent in real estate and Real Estate Investment Trusts, such as risks associated with general and local economic conditions.
- ⁶ 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.
- ⁷ Principal® Fixed Income Guaranteed Option is the Group Annuity Contract - Custodial Guaranteed Interest Contract available through Principal Life Insurance Company, a member of the Principal Financial Group®, Des Moines Iowa 50392. May not be available in all states.
- ⁸ 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.
- ⁹ 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.
- ¹⁰ 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.
- ¹² The Fixed Income Guaranteed Option is a guarantee backed by the general account of Principal Life Insurance Company(Principal Life). As a guarantee, it does not have an investment management fee or expense ratio; those are concepts unique to investment products. The Rate Level Service Fee illustrated here represents the part of the overall fee arrangement that the plan pays for services from Principal Life as a provider of administrative services to the plan, as agreed to in the Service and Expense Agreement for the plan.
- ¹³ 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.
- ¹⁸ Fixed-income and asset allocation investment options that invest in mortgage securities are subject to increased risk due to real estate exposure.
- ¹⁹ This investment option maintains a voluntary waiver which is reflected in the value displayed for Total Investment Expense - Net. This waiver may be discontinued at any time.
- ²⁰ The manager of the Fund, Principal Management Corporation, invests between 10% and 40% of the Fund's assets in common stocks in an attempt to match or exceed the performance of the Fund's benchmark index for performance.
- ²¹ Effective July 14, 2009, Brown Advisory was added as an additional sub-advisor. Performance results displayed reflect all sub-advisors managing this portfolio during the time periods displayed.
- ²² Effective September 20, 2010, Brown Advisory was added as an additional sub-advisor. Effective May 1, 2009, Columbus Circle Investors was added as an additional sub-advisor. Performance results displayed reflect all sub-advisors managing this portfolio during the time periods displayed.
- ²³ For Mutual Fund Network 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 fund, 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 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.

- 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.
- L Redemption fees are applied on investment transfers, including non-scheduled rebalances into and out of the investment option that occur within the holding period (duration) specified. Only transfer activity is used in the calculation of the fee.
- Frequent trading policies applied to Mutual Fund Network investment options may not exactly match the mutual fund's Prospectus. Principal Life works with each fund family to implement appropriate policies and guidelines. Mutual Fund Network fund families may also monitor for excessive trading and enforce limitations in addition to or in lieu of policy implemented by Principal Life Insurance Company. Please refer to the prospectus for details. See the offering documents for details on transfer limitations for investment options that are not classified as mutual funds.

Benchmark Descriptions

MSCI - Emerging Markets NDTR D Index measures equity market performance in the global emerging markets. It consists of 26 emerging market countries in Europe, Latin America and the Pacific Basin.

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.

Russell 2000 Index consists of the smallest 2000 companies in the Russell 3000 Index, representing approximately 10% of the Russell 3000 total market capitalization.

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.

MSCI ACWI Ex US 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.

MSCI EAFE Growth Index is a subset of the MSCI EAFE Index, which is an unmanaged index that measures the stock returns of companies in developed economies outside of North America. The MSCI EAFE Growth Index consists of securities classified by MSCI as most representing the growth style.

Standard and Poor's 400 Midcap Stock Index includes approximately 10% of the capitalization of U.S. equity securities. These are comprised of stocks in the middle capitalization range.

Dow Jones U.S. Select REIT Index is comprised of companies whose charters are the equity ownership and operation of commercial real estate.

Barclays Capital U.S. Government/Credit 5-10 Year Index tracks the return of the U.S. Government/Credit with a maturity window of 5-10 years.

Morningstar Lifetime Moderate Income Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is at least ten years into retirement.

Morningstar Lifetime Moderate 2010 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is near retirement.

Morningstar Lifetime Moderate 2015 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about five years away from retirement.

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.

Morningstar Lifetime Moderate 2020 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about ten years away from retirement.

Morningstar Lifetime Moderate 2025 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about 15 years away from retirement.

Morningstar Lifetime Moderate 2030 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about 20 years away from retirement.

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.

Morningstar Lifetime Moderate 2035 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about 25 years away from retirement.

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 2040 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about 30 years away from retirement.

Morningstar Lifetime Moderate 2045 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about 35 years away from retirement.

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

Merrill Lynch U.S. High Yield Master II Index measures the performance of high yield bonds.

Morningstar Lifetime Moderate 2050 Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a U.S. investor who is about 40 years away from retirement.

Am I eligible for NORTHERN CALIFORNIA INSTITUTE FOR RESEARCH AND EDUCATION 403(B) SAVINGS PLAN?

Upon employment, you are eligible to join the plan offered by your employer or plan sponsor.

You enter the plan at any time.

Where do my contributions come from?

Contributions in general are from total pay from NORTHERN CALIFORNIA INSTITUTE FOR RESEARCH AND EDUCATION including salary deferral contributions.

Your benefits representative can provide more detailed information.

Are there limits to my contributions?

You may choose to contribute up to 100% of your total pay.

Your taxable income is reduced by the amount you contribute through salary deferral. This lets you reduce your taxable income. Your total salary deferral in 2012 may not be more than \$17,000.00.

Your maximum contribution percentage and/or dollar amount may also be limited by Internal Revenue Service regulations.

If you have met the annual IRS Deferral limit (or the specified plan limit for deferrals) and are 50 years or older, or have met special service requirements, you may be eligible to contribute a catch-up deferral. If you qualify and are interested in making catch-up contributions, please contact your Plan Administrator for more details.

Can I change my contributions to the retirement plan?

You may stop making salary deferral contributions at any time. You may change your salary deferral amount daily. Changes will be implemented as soon as administratively feasible.

I have a retirement account with a previous employer, can I combine the two?

You may be allowed to rollover into this plan all or a portion of the retirement funds you have outside this plan. You may then withdraw all or a portion of your rollover contributions. The number of withdrawals may be limited. Refer to your Summary Plan Description for more details.

To receive additional information, contact your Plan Administrator, visit us at principal.com or call 1-800-547-7754.

When am I vested in the retirement plan funds?

You are always 100% vested in the contributions YOU choose to defer. You cannot forfeit these contributions.

Investment Options

You are able to direct the investment of the retirement account balance by choosing among several investment options.

In order for you to make informed investment decisions, it is important that you read the investment material (including prospectuses if applicable) available from your plan sponsor.

You may also obtain this information by calling our Client Contact Center at 1-800-547-7754.

You may elect the investment direction of all contributions to the retirement plan. Please see the Summary Plan Description for details.

For detailed information about your investment options, please visit us at principal.com or contact us at 1-800-547-7754.

How often can I make changes to the investment options in the retirement plan?

- anytime

Note that when transferring existing balances from one investment option to another, redemption fees or restrictions on transfer frequency may apply. Refer to the redemption fee and transfer restriction policy on The Principal Website or contact your Plan Administrator.

Changes can be made through Teletouch® (a toll-free number) and the Web site.

A charge will apply to all paper requests.

How can I access my account information?

You may obtain account information through:

- Participant Statement (quarterly)
- Call your interactive voice response system, Teletouch®.
- Visit our Website at principal.com to access the account.

How are the fees for the retirement plan paid?

Plan administrative expenses reduce the credited investment return.

When can I begin receiving benefits from the retirement plan?

Benefits are payable at:

- Retirement (age 62)
- Age 59 1/2 and still working
- Death
- Disability*
- Termination of employment

Please refer to the participant notice or Summary Plan Description provided to you by your plan sponsor about withdrawal benefits

*You may need to cease employment to receive this benefit.

Financial Hardship

You may withdraw all or part of the vested account if you can prove financial hardship and are unable to meet your financial needs another way. If allowed to withdraw salary deferral contributions, withdrawal will not include earnings.

The plan defines hardship as an "immediate and severe financial need" along with establishing the allowable reasons to receive such a withdrawal. Please see your Summary Plan Description for more details regarding hardship withdrawals.

Salary deferral contributions will generally be suspended for six months after your withdrawal.

If I need to take a loan from the plan, what are the guidelines?

You may borrow up to 50% of the vested account balance or \$50,000.00 (whichever is less).

The minimum loan amount is \$1,000.00.

3 loan(s) can be approved in a 12-month period. You may have 1 loan(s) outstanding at any time.

The interest rate will be determined when you apply for your loan. You pay back both the principal and interest directly to the account held for you in the plan through payroll deduction.

Loans must be repaid within a 5 year period. However, if the loan is for the purchase of your primary residence, the repayment period can be up to 15 years. See your loan administrator for additional details.

Refer to the Summary Plan Description for more details on contributions available for a plan loan.

Other Information

Your salary deferral contributions are included in the wages used to determine your social security tax.

This plan summary includes a brief description of your plan sponsor's retirement plan features. While this plan summary outlines many of the major provisions of your participating plan sponsor'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 plan sponsor 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. This document is not a Summary Plan Description.

Most withdrawals/distributions are subject to taxation and required withholding. Check with your financial/tax advisor on how this may affect you.

The Principal® is required by the IRS to withhold 20% of the portion of a distribution that is eligible for rollover if it is not directly rolled over to another eligible retirement plan, including an IRA, or used to purchase an annuity to be paid over a minimum period of the lesser of 10 years or the participant's life expectancy. This withholding will offset a portion of federal income taxes you owe on the distribution.

The retirement account may be affected differently by individual state taxation rules. Contact your tax advisor with questions.

Client Contact Center retirement specialists at The Principal® are available to answer questions about the retirement plan. Please call 1-800-547-7754 Monday through Friday, 7 am - 9 pm (Central Time), to speak to a retirement specialist.

To find out more information about The Principal®, visit our website at 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

RETIREMENT SAVINGS WORKSHEET

Here's a quick and easy way to figure out a percentage of your pay you may need to save in order to generate 85 percent of your pre-retirement income at retirement. Grab a calculator to help with the math.

STEPS

1. Current income:

Enter your current annual gross income. \$ _____

2. Retirement income goal:

Multiply STEP 1 by **85%**, and enter this amount. \$ _____

3. Social Security income:

Enter the value from **TABLE A** that most closely corresponds to your income. \$ _____

4. Annual retirement income:

Subtract STEP 3 from STEP 2, and enter the remainder. \$ _____

5. Future retirement income:

Multiply STEP 4 by the **inflation factor** from **TABLE B** that most closely matches the number of years until you retire and enter the result. \$ _____

5.5 Defined Benefit Estimate:

If you have a defined benefit (DB) plan, subtract your estimated future annual DB plan benefit from STEP 5. \$ _____

6. Retirement goal*:

Multiply STEP 5 (or STEP 5.5 if you have a DB benefit) by **22.50**, and enter the result. \$ _____

*Assumes a 4.5% withdrawal rate adjusted annually for inflation in retirement.

7. Current portfolio:

Enter the total amount of current retirement investments, including savings in the retirement plan. \$ _____

8. Value of current investments at retirement:

Multiply STEP 7 by the **growth factor** from **TABLE C** that corresponds most closely to the number of years until you retire, and enter the result. \$ _____

9. Retirement savings shortfall:

Subtract STEP 8 from STEP 6 to get how much you still need to accumulate before you retire, and enter the result. \$ _____

10. Annual savings goal:

Multiply STEP 9 by the **accumulation factor** from **TABLE C** that most closely matches the number of years until you retire, and enter the result. \$ _____

11. Percentage of your pay you need to save:

Divide STEP 10 by STEP 1, and multiply by 100 (e.g. $0.119 \times 100 = 12\%$) to get the total percentage (including employer match, if applicable) to help reach a retirement savings goal of 85 percent of your pre-retirement income at retirement. _____ %

TABLE A

SOCIAL SECURITY BENEFITS

Annual Gross Income	Estimated Annual Benefit
\$25,000	\$11,520
\$30,000	\$12,900
\$40,000	\$15,672
\$50,000	\$18,444
\$60,000	\$20,496
\$80,000	\$23,088
\$100,000	\$25,692

Figures show the approximate maximum benefit for a 30-year-old who will retire at age 65 in 2045 in today's dollars. For a more accurate estimate of your Social Security benefits, call 1-800-772-1213 to obtain SSA Form 7004. Source: Social Security Administration's website benefit calculator.

TABLE B**

INFLATION FACTOR

Years to Retirement	Inflation Factor
5	1.16
10	1.34
15	1.56
20	1.81
25	2.09
30	2.43
35	2.81
40	3.26

TABLE C**

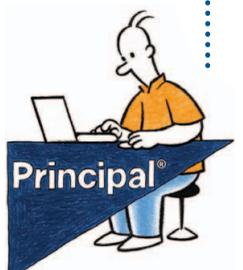
ACCUMULATION FACTOR

Years to Retirement	Growth Factor	Accumulation Factor
5	1.469	.155
10	2.159	.059
15	3.172	.030
20	4.661	.017
25	6.848	.010
30	10.063	.006
35	14.785	.004
40	21.725	.003

**Table B: Assumes annual inflation of 3%; Table C: Growth factor - assumes an 8% annual rate of return on current investments before retirement; Accum. Factor - assumes the amount you invest each year before retirement occurs mid-year at an 8% annual rate of return. Assumes annual inflation of 3% before retirement.

This worksheet is for illustrative purposes only. It is hypothetical and does not guarantee any specific returns on any investment options.

NOTES





Benefit from ongoing support from The Principal®

Once you've enrolled in your employer's retirement savings plan, see how you can benefit from all The Principal retirement tools, resources and services.

Simplify your life

Do you have funds in more than one retirement savings account? Or have you recently changed jobs and aren't sure of your options? Cut through the confusion of multiple accounts and piles of paperwork. Ask our retirement specialists at 1-800-547-7754 how you can save time and potentially money by consolidating qualified retirement funds into one account.

Comprehensive account statements

You'll receive periodic statements of the retirement account, providing you with a clear snapshot of the account balance, account activity and investment option performance. They make it easier for you to monitor the account contributions and help you make sure you are on track to meet your future

retirement savings goals. Past retirement plan statements are available online at principal.com for 18 months.

Plan Ahead. Get Ahead.®

At The Principal, we're dedicated to keeping you up-to-date on the information you need to help plan a more secure financial future. As a retirement savings plan participant, you will receive *Plan Ahead. Get Ahead.*®

It will help you stay on top of the latest retirement planning news and keep you up-to-date on a broad range of personal financial topics.



CONNECT WITH US:



Facebook: [facebook.com/PrincipalFinancial](https://www.facebook.com/PrincipalFinancial)
Twitter: twitter.com/ThePrincipal

24-HOUR ACCOUNT ACCESS

Get instant access to retirement savings account information 24 hours a day by setting up a secure password or personal identification number online, or via our automated phone system.

ONLINE

- Visit **principal.com**.
- Under Account Login, select **PERSONAL** as the login type, and click **GO**.
- Click the **ESTABLISH YOUR USERNAME AND PASSWORD** link.
- Enter your **SOCIAL SECURITY NUMBER** and the **ACCOUNT/CONTRACT NUMBER: 458099**.
- Verify your identity, create your username and password, enter your email address, and select and answer your online security questions.
- Log back in to principal.com.
- Follow the prompts to choose a login image and phrase.
- Once logged in, you'll find all of this and more:

Account Information

Personalized rate of return, balances, contribution information

Investments

Investment performance, asset mix, investor profiles, Investor Profile Quiz

Historical Information

Activity summary, transactions, statements, electronic history

Planning Center

Retirement planning with investing basics, saving, budgeting, online seminars

BY PHONE

- Call our automated phone system at **1-800-547-7754**.
- Enter your **SOCIAL SECURITY NUMBER**.
- Listen to the menu, and select an option.
- If prompted, enter/establish your PIN.
- Follow the prompts to:
 - ✓ Access daily account values
 - ✓ Obtain investment performance information
 - ✓ Transfer retirement funds between available investment options
 - ✓ Make changes to investments or your PIN
 - ✓ Review the status of a pending or completed distribution
 - ✓ Access information on changing jobs or retiring and other retirement savings options





WE'LL GIVE YOU AN EDGE®

The Principal Financial Group®, Des Moines, Iowa 50392-0001, principal.com

While this communication may be used to promote or market a transaction or an idea that is discussed in the publication, it is intended to provide general information about the subject matter covered and is provided with the understanding that none of the member companies of the Principal Financial Group® are not rendering legal, accounting, or tax advice. It is not a marketed opinion and may not be used to avoid penalties under the Internal Revenue Code. You should consult with appropriate counsel or other advisors on all matters pertaining to legal, tax, or accounting obligations and requirements.

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.

Principal Financial Group, Inc. is licensed under the following, and related Ronald A. Katz Technology Licensing, L.P. United States Patents: 5,128,984; 5,556,170; 5,684,863; 5,815,551; 5,828,734; 5,917,893; 5,898,762; 5,974,120; and others.

This workbook content is current as of the production date noted below. If there are any discrepancies between this information and the legal plan document, the legal plan document will govern. If the production date is older than three months or past an investment performance end, you should contact your plan sponsor or log in to principal.com for current retirement plan and investment option information. The member companies of the Principal Financial Group® prohibit the manipulation of this workbook content. If your plan sponsor elects to provide this workbook electronically, The Principal® is not responsible for any unauthorized changes.

05/17/2012