Plan Summary

Eligibility and entry

All employees eligible for the plan	No
Exclusions	• Employees employed: all bargaining unions except Teamsters 618

	Requirements for all contributions
Age	None
Service	6 months of service
Hours of service	Not applicable
Entry service period	Not applicable
Entry date	Monthly

Deferrals and employee contributions

Elective deferral contributions	Allowed	Elective deferral (pre-tax) Catch-up deferral (pre-tax) Roth deferral (after-tax) Roth catch-up deferral (after-tax)
Minimum deferral	1%	
Maximum deferral	None	
When deferrals can be changed	Any date	
When deferrals can be stopped	Any date	
Auto enrollment and features	Yes Contribution arrangement Auto enrollment percent Auto increase percent	 Automatic contribution arrangement (ACA) 6% of eligible pay Applied when participants enter or re-enter the plan 1% each 01/01 until a maximum of 10%
Rollovers	Allowed	
Voluntary contributions	Allowed	

Plan Summary continued

Employer contributions

Matching contributions	Allowed Match formula: Discretionary Catch-up contributions matched: Yes Vesting schedule: < 1 Year = 0%, 1 Year = 0%, 2 Years = 20%, 3 Years = 40%, 4 Years = 60%, 5 Years = 80%, 6 Years = 100%
Discretionary contributions	Allowed Vesting schedule: < 1 Year = 0%, 1 Year = 0%, 2 Years = 20%, 3 Years = 40%, 4 Years = 60%, 5 Years = 80%, 6 Years = 100%

Loans

Loans allowed	Number of outstanding loans allowed: 3 Number allowed in a 12-month period: 1 Interest rate: determined when you apply
Minimum amount	$1,000
Maximum amount	The lesser of: $50,000 50% of the participant's vested account reduced by any outstanding loan balance
Vested contributions available	All contributions
Term of loan	5 years

In-service withdrawal options

Financial hardship	Availability: anytime
Rollover	Availability: 2 allowed in a 12-month period
Voluntary	Availability: 2 allowed in a 12-month period
Age 59 1/2	Availability: 2 allowed in a 12-month period

Retirement and other benefits

Normal retirement age	65	

Plan Summary continued

Retirement and other benefits continued

Normal retirement date	First day of the month on or after you reach your normal retirement age	
Start of retirement benefits before termination from employment	On or after the later of: • Your normal retirement date • Age 59 1/2	
Small amounts force out limit	$5,000	Rollovers are included in this amount Automatic rollover distribution: • IRA rollover with Principal Bank
Total disability	Allowed	Must have a severance from employment: Tied to Social Security disability
Deemed severance for military service	Allowed	
Distribution at termination of employment	Allowed	
Distribution at death	Required	

Other information

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

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

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

To learn more about The Principal® or to access your account information, visit principal.com.

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