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Principal Life Insurance Company | **Death Benefit Claim**

This form is to be completed by the beneficiary who is claiming benefits under this retirement plan. If there is more than one beneficiary, each must complete a separate Death Benefit Claim Form.

Note: The law may require the spouse to receive the retirement plan benefit unless there is a beneficiary designation signed by the spouse waiving this right.

Please read and complete this form in its entirety.

Section 1 – Benefit Options Information Timing and Availability

The following describes the distribution options available to you for the death benefit you are claiming. You may choose one, or a combination of these benefit options. Please call our toll-free number 1-800-547-7754 if you have questions about the choices.

If you are a **spouse** beneficiary, and are designated to receive 100% of the benefits, all benefit options listed below are available to you. You can start receiving benefits immediately. By law, you are required to start receiving benefit payments by the later of:

1. December 31 of the calendar year immediately following the calendar year in which the participant died, or
2. December 31 of the calendar year in which the participant would have attained age 70½.
3. Elect to receive the entire benefit amount by December 31 of the calendar year which includes the fifth anniversary of the participant's death.*

If you are a **non-spouse** beneficiary (or a spouse beneficiary to receive **less than 100%** of the benefits) named as a designated beneficiary of a deceased participant, all benefit options except **direct rollover** to an IRA in your own name or another eligible retirement plan are available to you. If the plan allows it, you may be permitted to elect a direct rollover to an Inherited IRA. See Benefit Options section below. You can start receiving benefits immediately. By law, you are required to start receiving benefit payments by the later of:

1. December 31 of the calendar year immediately following the calendar year in which the participant died, or
2. Elect to receive the entire benefit amount by December 31 of the calendar year which contains the fifth anniversary of the participant's death.*

* If Required Minimum Distributions (RMDs) had begun or the Required Beginning Date for RMD's had been reached prior to the death of the participant, this election is not available.

Note: Contact the Client Contact Center at **1-800-547-7754** regarding these distributions requirements.

Benefit Options

I. Deferred Decision. You may choose to defer your decision about this benefit. We will establish a new account for each beneficiary maintaining the same investments as were in the participants' account**. The retirement benefit/account and investment return will not be taxed until distributed. Please complete Sections A, B, C, L and M on the Death Benefit Claim Form (see pages 12-16).

II. Leave your funds in the plan. You may choose to leave the retirement benefit/account in the plan and receive access to the same investment options offered under the participants' employer's plan. We will then establish either a Personal Retirement Account (PRA) or a Vested Deferred Account for each beneficiary maintaining the same investment options as were in the participants' account**. You postpone paying taxes on this benefit until you receive benefits from the PRA or Vested Deferred

Account. Federal tax withholding may apply when you take funds out of the PRA or Vested Deferred Account.

Refer to Section I for timing and availability. Please complete Sections A, B, D, L and M on the Death Benefit Claim Form (see pages 12-16).

III. Direct Rollover to an IRA or to another eligible retirement plan. (Available to spouse beneficiaries only) You can choose to have the benefit under this plan directly rolled over to an IRA (see tax consultant for rollover exceptions of after-tax contributions) or to another eligible retirement plan. By selecting this option, the benefit will not be subject to taxation until you take a distribution(s) from the IRA or the qualified retirement plan.

**You may change the allocation of the investments subject to plan provisions and investment restrictions on certain investment options. Contact the Client Contact Center at 1-800-547-7754 for more information.

Direct Rollover to an Inherited IRA. (Available to spouse beneficiaries, and for distributions after 12/31/06, nonspouse beneficiaries.) If the plan permits it, you may be able to choose to have the benefit under this plan directly rolled to an Inherited IRA. The Inherited IRA must be established and titled in the name of the deceased participant as well as your name – for example, “Tom Smith as beneficiary of John Smith”. Federal tax regulations require you to receive minimum distributions from the Inherited IRA. Consult with your tax advisor for more information.

Direct Rollover with the Principal Financial Group®. A variety of investment options are available with an IRA from the Principal Financial Group. You may choose from guaranteed funds, variable funds, mutual funds, and single premium immediate annuity options. To find out more about these choices and to request additional forms, call our Client Contact Center at **1-800-547-7754**.

Direct Rollover to Another Financial Institution. If you choose this option, please complete Sections A, B, E and M on the Death Benefit Claim Form (see pages 12-16).

IV. Cash Distribution - Paid To You. You may choose a lump sum cash distribution paid to you. Federal law requires payors like Principal Life Insurance Company to withhold federal taxes on cash distributions. Twenty percent (20%) of the taxable portion of the distribution is withheld as a pre-payment toward your federal income taxes. Please complete sections A, B, F and M on the Death Benefit Claim Form (see pages 12-16).

If the state in which you reside requires state tax withholding on cash distributions from pension plans, we will also withhold the appropriate amount of state taxes from your distribution. We assume your state of residence is as indicated on the Death Benefit Claim Form unless you tell us otherwise.

V. Annuity Options. By selecting an annuity, you will receive regular income for life or a specified number of years. NOTE: annuities offered in Section G, H, I or J are administered by our Repetitive Payments Services department and are only available if the Plan allows for Life Annuity benefits. Life Annuity options and quotes can be discussed by calling Principal Connection, 1-800-247-8000. Federal taxes will be withheld according to pension annuity withholding tables unless you choose another withholding amount by completing Form W-4P and submitting it with this form. If you would like us to send you a form W-4P, please call the aforementioned number and ask the counselor to

forward a form to your attention. If the annuity chosen is not based on your life, and will be paid over a period of 10 years or less, the withholding rules described on page 5 (Payment Made to You) will be applied. To select an annuity option, please complete sections A, B and M along with the sections corresponding to your annuity selection (Sections G, H, I or J) (See pages 12-16).

Reminder: If an annuity is selected, non-spouse beneficiaries must begin receiving payments prior to December 31st following the first anniversary of the participant's death.

If the state in which you reside requires state tax withholding on cash distributions from pension plans, we will also withhold the appropriate amount of state taxes from your distribution. We assume your state of residence is as indicated on the Death Benefit Claim Form unless you tell us otherwise.

VI. FIO/FFO Installments. Your employer's plan may offer Flexible Income Option, Full Flexibility Option or Installment payments.

Note: The employer must have an existing Retirement Investment Annuity (RIA) contract to use the FIO option.

These options allow you to receive the benefit through a series of scheduled payments. In some cases, you will be allowed to adjust your payment amount and frequency of payments on an annual basis. You pay taxes on the benefit as you receive it. If you are a spouse beneficiary, you must begin receiving the benefit by the date your spouse would have been age 70½. Call your Client Contact Center at **1-800-547-7754** to see if these options are available and to request additional information/forms to complete. In some cases, these options may only be available to spouse beneficiaries.

VII. Principal Bank Checking Account. Your funds are deposited into an interest bearing Principal Bank checking account. You have access to your funds through a checkbook, debit card, online transfers and electronic bill payment. Other features include online access to statement information and optional overdraft protection. FDIC Insured. Call the Client Contact Center at 1-800-547-7754 for current rates. Please complete Sections A, B, K, L and M on the Death Benefit Claim Form. (See pages 12-16).

Principal Life is required to withhold 20% from the taxable portion of the distribution as a pre-payment toward your federal income taxes. In addition, you are taxed on the interest earned each year in the Principal Bank Checking Account.

Section 2 – Automatic Forms of Payment and Benefit Option Comparison

If you do not make an election for a specific type of benefit option within the time prescribed by law (see Timing and Availability, Section 1), this death benefit will be paid as follows:

Spouse beneficiary - a life annuity with installment refund feature.

Non-spouse beneficiary – a single sum payment

(Refer to the chart below for a description of these options)

However, you may choose any of the other benefit payment forms described in Section 1.

Following is a summary of annuity options that may be available under your plan and the monthly benefit amounts you could receive beginning at the stated ages. This illustration assumes a \$25,000 benefit, contingent annuitant (if applicable) is four years younger, and annuity purchase rates that were effective on the date this illustration was prepared.

Benefit Option Type	Description	Age 65	Age 55	Age 45
50% Survivorship Annuity (Other survivorship percentages are available)*	You receive regular income for life. After you die, your contingent annuitant receives 50% of the regular income you were receiving for their lifetime.	\$147.60/ \$73.80	\$128.71/ \$64.36	\$117.70/ \$58.85
Single Life Annuity*	You receive regular income for life. Payments stop when you die. No benefits are paid to a beneficiary.	\$160.63	\$135.49	\$121.99
Life Annuity with 10 Year Certain Period (Other certain periods are available)	You receive regular income for life. If you die before ten years, your beneficiary will receive the remaining payments equal to the certain period, or may choose a single payment.	\$155.33	\$134.31	\$121.68
5 Year Fixed Period Annuity (Other fixed periods are available)	You receive regular income for five years (the period cannot exceed your life expectancy). If you die before five years, your beneficiary will receive the remaining payments equal to the fixed period, or may choose a single payment.	\$434.32	\$434.32	\$434.32
Single Sum Payment of \$25,000	You receive the entire account balance in one single payment.	\$0.00	\$0.00	\$0.00

Note: This chart is for illustration only. It is not intended to project exact monthly benefits for you and your spouse. All amounts are calculated assuming no commissions payable. Income could vary depending on state of residence at the time of purchase to reflect premium tax. If you want a more specific projection of the benefits under the different options available in your retirement plan, please call 1-800-247-8000, ext. 753, 7 a.m. to 9 p.m. (Monday to Friday) Central Time to request your own personalized Benefit Illustration.

* An installment refund feature is available under these options. Installment refund means that if the benefits you receive during your lifetime (or you and your contingent annuitant's lifetime) do not equal the cost of purchasing the annuity, a payment will be made to your designated beneficiary for the difference between the cost of the annuity and the amount actually paid to you in annuity payments.

Contact the Client Contact Center at **1-800-547-7754** if you'd like a personalized benefit illustration or if you have any questions about the benefit options available to you.

Section 3 - Rollover Options

YOUR ROLLOVER OPTIONS FOR PLAN PAYMENTS NOT FROM DESIGNATED ROTH ACCOUNTS.

You are receiving this notice because all or a portion of a payment you are receiving from the plan may be eligible to be rolled over to an IRA or an employer plan. This notice is intended to help you decide whether to do such a rollover.

This notice describes the rollover rules that apply to payments from the plan that are not from a designated Roth account (a type of account with special rules in some employer plans). If you also receive a payment from a designated Roth account in the plan, please refer to “Your Rollover Options for Plan Payments from Designated Roth Accounts” elsewhere in this notice with respect to that payment.

Rules that apply to most payments from a plan are described in the “General Information About Rollovers” section. Special rules that only apply in certain circumstances are described in the “Special Rules and Options” section.

GENERAL INFORMATION ABOUT ROLLOVERS

How can a rollover affect my taxes?

You will be taxed on a payment from the plan if you do not roll it over. If you are under age 59½ and do not do a rollover, you will also have to pay a 10% additional income tax on early distributions (unless an exception applies). However, if you do a rollover, you will not have to pay tax until you receive payments later and the 10% additional income tax will not apply if those payments are made after you are age 59½ (or if an exception applies).

Where may I roll over the payment?

You may roll over the payment to either an IRA (an individual retirement account or individual retirement annuity) or an employer plan (a tax-qualified plan, section 403(b) plan, or governmental 457(b) plan) that will accept the rollover. The rules of the IRA or employer plan that holds the rollover will determine your investment options, fees, and rights to payment from the IRA or employer plan (for example, no spousal consent rules apply to IRAs and IRAs may not provide loans). Further, the amount rolled over will become subject to the tax rules that apply to the IRA or employer plan.

How do I do a rollover?

There are two ways to do a rollover. You can do either a direct rollover or a 60-day rollover.

If you do a direct rollover, the plan will make the payment directly to your IRA or an employer plan. You should contact the IRA sponsor or the administrator of the employer plan for information on how to do a direct rollover.

If you do not do a direct rollover, you may still do a rollover by making a deposit into an IRA or eligible employer plan that will accept it. You will have 60 days after you receive the payment to make the deposit. If you

do not do a direct rollover, the plan is required to withhold 20% of the payment for federal income taxes (up to the amount of cash and property received other than employer stock). This means that, in order to roll over the entire payment in a 60-day rollover, you must use other funds to make up for the 20% withheld. If you do not roll over the entire amount of the payment, the portion not rolled over will be taxed and will be subject to the 10% additional income tax on early distributions if you are under age 59½ (unless an exception applies).

How much may I roll over?

If you wish to do a rollover, you may roll over all or part of the amount eligible for rollover. Any payment from the Plan is eligible for rollover, except:

- Certain payments spread over a period of at least 10 years or over your life or life expectancy (or the lives or joint life expectancy of you and your beneficiary)
- Required minimum distributions after age 70½ (or after death)
- Hardship distributions
- ESOP dividends
- Corrective distributions of contributions that exceed tax law limitations
- Loans treated as deemed distributions (for example, loans in default due to missed payments before your employment ends)
- Cost of life insurance paid by the plan
- Contributions made under special automatic enrollment rules that are withdrawn pursuant to your request within 90 days of enrollment
- Amounts treated as distributed because of a prohibited allocation of S corporation stock under an ESOP (also, there will generally be adverse tax consequences if you roll over a distribution of S corporation stock to an IRA).

Call 1-800-547-7754, 7 a.m. - 9 p.m. Monday - Friday (Central Time) to find out what portion of a payment is eligible for rollover.

If I don't do a rollover, will I have to pay the 10% additional income tax on early distributions?

If you are under age 59½, you will have to pay the 10% additional income tax on early distributions for any payment from the plan (including amounts withheld for income tax) that you do not roll over, unless one of the exceptions listed below applies. This tax is in addition to the regular income tax on the payment not rolled over.

The 10% additional income tax does not apply to the following payments from the plan:

- Payments made after you separate from service if you will be at least age 55 in the year of the separation

- Payments that start after you separate from service if paid at least annually in equal or close to equal amounts over your life or life expectancy (or the lives or joint life expectancy of you and your beneficiary)
- Payments made due to disability
- Payments after your death
- Payments of ESOP dividends
- Corrective distributions of contributions that exceed tax law limitations
- Cost of life insurance paid by the plan
- Payments made directly to the government to satisfy a federal tax levy
- Payments made under a qualified domestic relations order (QDRO)
- Payments up to the amount of your deductible medical expenses
- Certain payments made while you are on active duty if you were a member of a reserve component called to active duty after September 11, 2001 for more than 179 days.
- Payments of certain automatic enrollment contributions requested to be withdrawn within 90 days of the first contribution.

If I do a rollover to an IRA, will the 10% additional income tax apply to early distributions from my IRA?

If you receive a payment from an IRA when you are under age 59½, you will have to pay the 10% additional income tax on early distributions from the IRA, unless an exception applies. In general, the exceptions to the 10% additional income tax for early distributions from an IRA are the same as the exceptions listed above for early distributions from a plan. However, there are a few differences for payments from an IRA, including:

- There is no exception for payments after separation from service that are made after age 55
- The exception for qualified domestic relations orders (QDROs) does not apply (although a special rule applies under which, as part of a divorce or separation agreement, a tax-free transfer may be made directly to an IRA of a spouse or former spouse).
- The exception for payments made at least annually in equal or close to equal amounts over a specified period applies without regard to whether you have had a separation from service
- There are additional exceptions for (1) payments for qualified higher education expenses, (2) payments up to \$10,000 used in a qualified first-time home purchase, (3) payments after you have received unemployment compensation for 12 consecutive weeks (or would have been eligible to receive unemployment compensation but for self-employed status).

Will I owe state income taxes?

This notice does not describe any State or local income tax rules (including withholding rules).

SPECIAL RULES AND OPTIONS

If your payment includes after-tax contributions

After-tax contributions included in a payment are not taxed. If a payment is only part of your benefit, an allocable portion of your after-tax contributions is generally included in the payment. If you have pre-1987 after-tax contributions maintained in a separate account, a special rule may apply to determine whether the after-tax contributions are included in a payment.

You may roll over to an IRA a payment that includes after-tax contributions through either a direct rollover or a 60-day rollover. You must keep track of the aggregate amount of the after-tax contributions in all of your IRAs (in order to determine your taxable income for later payments from the IRAs). If you do a direct rollover of only a portion of the amounts paid from the plan, taxable amounts are considered to be the first amounts rolled over. If you do a 60-day rollover to an IRA of only a portion of the payment made to you, the after-tax contributions are treated as rolled over last. For example, assume you are receiving a complete distribution of your benefit which totals \$12,000, of which \$2,000 is after-tax contributions. In this case, if you roll over \$10,000 to an IRA in a 60-day rollover, no amount is taxable because the \$2,000 amount not rolled over is treated as being after-tax contributions,

You may roll over to an employer plan all of a payment that includes after-tax contributions, but only through a direct rollover (and only if the receiving plan separately accounts for the after-tax contributions and is not a governmental section 457(b) plan). You can do a 60-day rollover to an employer plan of part of a payment that includes after-tax contributions, but only up to the amount of the payment that would be taxable if not rolled over.

If you miss the 60-day rollover deadline

Generally, the 60-day rollover deadline cannot be extended. However, the IRS has the limited authority to waive the deadline under certain extraordinary circumstances, such as when external events prevented you from completing the rollover by the 60-day rollover deadline. To apply for a waiver, you must file a private letter ruling request with the IRS. Private letter ruling requests require the payment of a nonrefundable user fee. For more information, see IRS Publication 590, Individual Retirement Arrangements (IRAs).

If your payment includes employer stock that you do not roll over

If you do not do a rollover, you can apply a special rule to payments of employer stock (or other employer securities) that are either attributable to after-tax contributions or paid in a lump sum after separation from service (or after age 59½, disability or the participant's death). Under the special rule, the net unrealized appreciation on the stock will not be taxed when distributed from the plan and will be taxed at capital gain

rates when you sell the stock. Net unrealized appreciation is generally the increase in the value of the employer stock after it was acquired by the plan. If you do a rollover of a payment that includes employer stock (for example, by selling the stock and rolling over the proceeds within 60 days of the payment), the special rule relating to the distributed employer stock will not apply to any subsequent payments from the IRA or employer plan.

Call 1-800-547-7754, 7 a.m. - 9 p.m. Monday - Friday (Central Time) to find out the amount of any net unrealized appreciation.

If you have an outstanding loan that is being offset

If you have an outstanding loan from the plan, your plan benefits may be offset by the amount of the loan, typically when your employment ends. The loan offset amount is treated as a distribution to you at the time of the offset and will be taxed (including the 10% additional income tax on early distributions, unless an exception applies) unless you do a 60-day rollover in the amount of the loan offset to an IRA or employer plan.

If you were born on or before January 1, 1936

If you were born on or before January 1, 1936 and receive a lump sum distribution that you do not roll over, special rules for calculating the amount of the tax on the payment might apply to you. For more information, see IRS Publication 575, Pension and Annuity Income.

If your payment is from a governmental section 457(b) plan

If the plan is a governmental section 457(b) plan, the same rules described elsewhere in this notice generally apply, allowing you to roll over the payment to an IRA or an employer plan that accepts rollovers. One difference is that, if you do not do a rollover, you will not have to pay the 10% additional income tax on early distributions from plan even if you are under age 59½ (unless the payment is from a separate account holding rollover contributions that were made to the plan from a tax-qualified plan, a section 403(b) plan, or an IRA). However, if you do a rollover to an IRA or to an employer plan that is not a governmental section 457(b) plan, a later distribution made before age 59½ will be subject to the 10% additional income tax on early distributions (unless an exception applies). Other differences are that you cannot do a rollover if the payment is due to an "unforeseeable emergency" and the special rules under "If your payment includes employer stock that you do not roll over" and "If you were born on or before January 1, 1936" do not apply.

If you are an eligible retired public safety officer and your pension payment is used to pay for health coverage or qualified long-term care insurance

If the plan is a governmental plan, you retired as a public safety officer, and your retirement was by reason of disability, or was after normal retirement age, you can exclude from your taxable income plan payments paid directly as premiums to an accident or health plan (or a qualified long-term care insurance contract) that your employer maintains for you, your spouse, or your

dependents, up to a maximum of \$3,000 annually. For this purpose, a public safety officer is a law enforcement officer, firefighter, chaplain, or member of a rescue squad or ambulance crew.

If you roll over your payment to a Roth IRA

You can roll over a payment from the plan made before January 1, 2010 to a Roth IRA only if your modified adjusted gross income is not more than \$100,000 for the year the payment is made to you and, if married, you file a joint return. These limitations do not apply to payments made to you from the plan after 2009. If you wish to roll over the payment to a Roth IRA, but you are not eligible to do a rollover to a Roth IRA until after 2009, you can do a rollover to a traditional IRA and then, after 2009, elect to convert the traditional IRA to a Roth IRA.

If you roll over the payment to a Roth IRA, a special rule applies under which the amount of the payment rolled over (reduced by any after-tax amounts) will be taxed. However, the 10% additional income tax on early distributions will not apply (unless you take the amount rolled over out of the Roth IRA within 5 years, counting from January 1 of the year of the rollover). For payments from the plan during 2010 that are rolled over to a Roth IRA, the taxable amount can be spread over a 2-year period starting in 2011.

If you roll over the payment to a Roth IRA, later payments from the Roth IRA that are qualified distributions will not be taxed (including earnings after the rollover). A qualified distribution from a Roth IRA is a payment made after you are 59½ (or after your death or disability, or as a qualified first-time homebuyer distribution of up to \$10,000) and you have had a Roth IRA for at least 5 years. In applying this 5-year rule, you count from January 1 of the year for which your first contribution was made to a Roth IRA. Payments from the Roth IRA that are not qualified distributions will be taxed to the extent of earnings after the rollover, including the 10% additional income tax on early distributions (unless an exception applies). You do not have to take required minimum distributions from a Roth IRA during your lifetime. For more information see IRS Publication 590, Individual Retirement Arrangements (IRAs).

You cannot roll over a payment from the plan to a designated Roth account in an employer plan.

If you are not a plan participant

Payments after death of the participant. If you receive a distribution after the participant's death that you do not roll over, the distribution will generally be taxed in the same manner described elsewhere in this notice. However, the 10% additional income tax on early distributions and the special rules for public safety officers do not apply, and the special rule described under the section "If you were born on or before January 1, 1936" applies only if the participant was born on or before January 1, 1936.

If you are a surviving spouse. If you receive a payment from the plan as the surviving spouse of a deceased participant, you have the same rollover options that the participant would have had, as described elsewhere in this notice. In addition, if you

choose to do a rollover to an IRA, you may treat the IRA as your own or as an inherited IRA.

An IRA you treat as your own is treated like any other IRA of yours, so that payments made to you before you are age 59½ will be subject to the 10% additional income tax on early distributions (unless an exception applies) and required minimum distributions from your IRA do not have to start until after you are age 70½.

If you treat the IRA as an inherited IRA, payments from the IRA will not be subject to the 10% additional income tax on early distributions. However, if the participant had started taking required minimum distributions, you will have to receive required minimum distributions from the inherited IRA. If the participant had not started taking required minimum distributions from the plan, you will not have to start receiving required minimum distributions from the inherited IRA until the year the participant would have been age 70½.

If you are a surviving beneficiary other than a spouse. If you receive a payment from the plan because of the participant's death and you are a designated beneficiary other than a surviving spouse, the only rollover option you have is to do a direct rollover to an inherited IRA. (Note: this option may not be available in the plan until the 2010 plan year). Payments from the inherited IRA will not be subject to the 10% additional income tax on early distributions. You will have to receive required minimum distributions from the inherited IRA.

Payments under a qualified domestic relations order. If you are the spouse or former spouse of the participant who receives a payment from the plan under a qualified domestic relations order (QDRO), you generally have the same options the participant would have (for example, you may roll over the payment to your own IRA or an eligible employer plan that will accept it). Payments under the QDRO will not be subject to the 10% additional income tax on early distributions.

If you are a nonresident alien

If you are a nonresident alien and you do not do a direct rollover to a U.S. IRA or U.S. employer plan, instead of withholding 20%, the plan is generally required to withhold 30% of the payment for federal income taxes. If the amount withheld exceeds the amount of tax you owe (as may happen if you do a 60-day rollover) you may request an income tax refund by filing form 1040NR and attaching your Form 1042-S. See Form W-8BEN for claiming that you are entitled to a reduced rate of withholding under an income tax treaty. For more information see also IRS Publication 519, U.S. Tax Guide for Aliens, and IRS Publication 515, Withholding of Tax on Nonresident Aliens and Foreign Entities.

Other special rules

If a payment is one in a series of payments for less than 10 years, your choice whether to make a direct rollover will apply to all later payments in the series (unless you make a different choice for later payments).

If your payments for the year are less than \$200, the plan is not required to allow you to do a direct rollover and is not required to withhold federal income taxes. However, you may do a 60-day rollover.

Unless you elect otherwise, a mandatory cashout of more than \$1,000 will be directly rolled over to an IRA chosen by the plan administrator. A mandatory cashout is a payment from the plan to a participant made before age 62 (or normal retirement age, if later) and without consent, where the participant's benefit does not exceed \$5,000 (or such lower amount stated in the plan) not including any amounts held under the plan as a result of a prior rollover made to the plan.

You may have special rollover rights if you recently served in the U.S. Armed Forces. For more information, see IRS Publication 3, Armed Forces' Tax Guide.

FOR MORE INFORMATION

You may wish to consult with the plan administrator or a professional tax advisor, before taking a payment from the plan. Also, you can find more detailed information on the federal tax treatment of payments from employer plans in: IRS Publication 575, Pension and Annuity Income; IRS Publication 590, Individual Retirement Arrangements (IRAs); and IRS Publication 571, Tax-Sheltered Annuity Plans (403(b) Plans. These publications are available from a local IRS office, or on the web at www.irs.gov, or by calling 1-800-TAX-FORM.

YOUR ROLLOVER OPTIONS FOR PLAN PAYMENTS FROM DESIGNATED ROTH ACCOUNTS

You are receiving this notice because all or a portion of a payment you are receiving from the plan may be eligible to be rolled over to a Roth IRA or designated Roth account in an employer plan. This notice is intended to help you decide whether to do a rollover.

This notice only describes the rollover rules that apply to any payments from the plan that are from a designated Roth account, if such account is available in your employer's plan. If you receive a payment from the plan that is not from a designated Roth account, refer to "Your Rollover Options for Plan Payments Not from Designated Roth Accounts" elsewhere in this notice with respect to that payment.

Rules that apply to most payments from a designated Roth account are described in the "General Information About Rollovers" section. Special rules that only apply in certain circumstances are described in the "Special Rules and Options" section.

GENERAL INFORMATION ABOUT ROLLOVERS

How can a rollover affect my taxes?

After-tax contributions included in a payment from a designated Roth account are not taxed, but earnings might be taxed. The tax treatment of earnings included in the payment depends on whether the payment is a qualified distribution. If a payment is only part of your designated Roth account, the payment will include an allocable portion of the earnings in your designated Roth account.

If the payment from the plan is not a qualified distribution and you do not do a rollover to a Roth IRA or a designated Roth account in an employer plan, you will be taxed on the earnings in the payment. If you are under age 59½, a 10% additional income tax on early distributions will also apply to the earnings (unless an exception applies). However, if you do a rollover, you will not have to pay taxes currently on the earnings and you will not have to pay taxes later on payments that are qualified distributions.

If the payment from the plan is a qualified distribution, you will not be taxed on any part of the payment even if you do not do a rollover. If you do a rollover, you will not be taxed on the amount you roll over and any earnings on the amount you roll over will not be taxed if paid later in a qualified distribution.

A qualified distribution from a designated Roth account in the plan is a payment made after you are age 59½ (or after your death or disability) and after you have had a designated Roth account in the plan for at least 5 years. In applying the 5-year rule, you count from January 1 of the year your first contribution was made to the designated Roth account. However, if you did a direct rollover to a designated Roth account in the plan from a designated Roth account in another employer plan, your participation will count from January 1 of the year your first contribution was made to the designated Roth account in the plan, or, if earlier, to the designated Roth account in the other employer plan.

Where may I roll over the payment?

You may roll over the payment to either a Roth IRA (a Roth individual retirement account or Roth individual retirement annuity) or a designated Roth account in an employer plan (a tax-qualified plan or section 403(b) plan) that will accept the rollover. The rules of the Roth IRA or employer plan that holds the rollover will determine your investment options, fees, and rights to payment from the Roth IRA or employer plan (for example, no spousal consent rules apply to Roth IRAs and Roth IRAs may not provide loans). Further, the amount rolled over will become subject to the tax rules that apply to the Roth IRA or the designated Roth account in the employer plan. In general, these tax rules are similar to those described elsewhere in this notice, but differences include:

- If you do a rollover to a Roth IRA, all of your Roth IRAs will be considered for purposes of determining whether you have satisfied the 5-year rule (counting from January 1 of the year for which your first contribution was made to any of your Roth IRAs).
- If you do a rollover to a Roth IRA, you will not be required to take a distribution from the Roth IRA during your lifetime and you must keep track of the aggregate amount of the after-tax contributions in all of your Roth IRAs (in order to determine your taxable income for later Roth IRA payments that are not qualified distributions).
- Eligible rollover distributions from a Roth IRA can only be rolled over to another Roth IRA.

How do I do a rollover?

There are two ways to do a rollover. You can either do a direct rollover or a 60-day rollover.

If you do a direct rollover, the plan will make the payment directly to your Roth IRA or designated Roth account in an employer plan. You should contact the Roth IRA sponsor or the administrator of the employer plan for information on how to do a direct rollover.

If you do not do a direct rollover, you may still do a rollover by making a deposit within 60 days into a Roth IRA, whether the payment is a qualified or nonqualified distribution. In addition, you can do a rollover by making a deposit within 60 days into a designated Roth account in an employer plan if the payment is a nonqualified distribution and the rollover does not exceed the amount of earnings in the payment. You cannot do a 60-day rollover to an employer plan of any part of a qualified distribution. If you receive a distribution that is a nonqualified distribution and you do not roll over an amount at least equal to the earnings allocable to the distribution, you will be taxed on the amount of those earnings not rolled over, including the 10% additional income tax on early distributions if you are under age 59½ (unless an exception applies).

If you do a direct rollover of only a portion of the amount paid from the plan and a portion is paid to you, each of the payments will include an allocable portion of the earnings in your designated Roth account.

If you do not do a direct rollover and the payment is not a qualified distribution, the plan is required to withhold 20% of the earnings for federal income taxes (up to the amount of cash and property received other than employer stock). This means that, in order to roll over the entire payment in a 60-day rollover to a Roth IRA, you must use other funds to make up for the 20% withheld.

How much may I roll over?

If you wish to do a rollover, you may roll over all or part of the amount eligible for rollover. Any payment from the plan is eligible for rollover, except:

- Certain payments spread over a period of at least 10 years or over your life or life expectancy (or the lives or joint life expectancy of you and your beneficiary)
- Required minimum distributions after age 70½ (or after death)
- Hardship distributions
- ESOP dividends
- Corrective distributions of contributions that exceed tax law limitations
- Loans treated as deemed distributions (for example, loans in default due to missed payments before your employment ends)
- Cost of life insurance paid by the plan
- Contributions made under special automatic enrollment rules that are withdrawn pursuant to your request within 90 days of enrollment

- Amounts treated as distributed because of a prohibited allocation of S corporation stock under an ESOP (also, there will generally be adverse tax consequences if you roll over a distribution of S corporation stock to an IRA).

Call 1-800-547-7754, 7 a.m. - 9 p.m. Monday - Friday (Central Time) to find out what portion of a payment is eligible for rollover.

If I don't do a rollover, will I have to pay the 10% additional income tax on early distributions?

If a payment is not a qualified distribution and you are under age 59½, you will have to pay the 10% additional income tax on early distributions with respect to the earnings allocated to the payment that you do not roll over (including amounts withheld for income tax), unless one of the exceptions listed below applies. This tax is in addition to the regular income tax on the earnings not rolled over.

The 10% additional income tax does not apply to the following payments from the plan:

- Payments made after you separate from service if you will be at least age 55 in the year of the separation
- Payments that start after you separate from service if paid at least annually in equal or close to equal amounts over your life or life expectancy (or the lives or joint life expectancy of you and your beneficiary)
- Payments made due to disability
- Payments after your death
- Payments of ESOP dividends
- Corrective distributions of contributions that exceed tax law limitations
- Cost of life insurance paid by the plan
- Payments made directly to the government to satisfy a federal tax levy
- Payments made under a qualified domestic relations order (QDRO)
- Payments up to the amount of your deductible medical expenses
- Certain payments made while you are on active duty if you were a member of a reserve component called to active duty after September 11, 2001 for more than 179 days.
- Payments of certain automatic enrollment contributions requested to be withdrawn within 90 days of the first contribution.

If I do a rollover to a Roth IRA, will the 10% additional income tax apply to early distributions from the IRA?

If you receive a payment from a Roth IRA when you are under age 59½, you will have to pay the 10% additional income tax on early distributions on the earnings paid from the Roth IRA, unless an exception applies or the payment is a qualified distribution. In general, the exceptions to the 10% additional income tax for early

distributions from a Roth IRA listed above are the same as the exceptions for early distributions from a plan. However, there are a few differences for payments from a Roth IRA including:

- There is no exception for payments after separation from service that are made after age 55.
- The exception for qualified domestic relations orders (QDROs) does not apply (although a special rule applies under which, as part of a divorce or separation agreement, a tax-free transfer may be made directly to a Roth IRA of a spouse or former spouse).
- The exception for payments made at least annually in equal or close to equal amounts over a specified period applies without regard to whether you have had a separation from service
- There are additional exceptions for (1) payments for qualified higher education expenses, (2) payments up to \$10,000 used in a qualified first-time home purchase, (3) payments after you have received unemployment compensation for 12 consecutive weeks (or would have been eligible to receive unemployment compensation but for self-employed status).

Will I owe state income taxes?

This notice does not describe any State or local income tax rules (including withholding rules).

SPECIAL RULES AND OPTIONS

If you miss the 60-day rollover deadline

Generally, the 60-day rollover deadline cannot be extended. However, the IRS has the limited authority to waive the deadline under certain extraordinary circumstances, such as when external events prevented you from completing the rollover by the 60-day rollover deadline. To apply for a waiver, you must file a private letter ruling request with the IRS. Private letter ruling requests require the payment of a nonrefundable user fee. For more information, see IRS Publication 590, Individual Retirement Arrangements (IRAs).

If your payment includes employer stock that you do not roll over

If you receive a payment that is not a qualified distribution and you do not do a rollover, you can apply a special rule to payments of employer stock (or other employer securities) that are paid in a lump sum after separation from service (or after age 59½, disability or the participant's death). Under the special rule, the net unrealized appreciation on the stock included in the earnings in the payment will not be taxed when distributed to you from the plan and will be taxed at capital gain rates when you sell the stock. If you do a rollover to a Roth IRA of a nonqualified distribution that includes employer stock (for example by selling the stock and rolling over the proceeds within 60 days of the distribution), you will not have any taxable income and the special rule relating to the distributed employer stock will not apply to any subsequent payments from the Roth IRA or employer plan. Net unrealized appreciation is

generally the increase in the value of the employer stock after it was acquired by the plan.

Call 1-800-547-7754, 7 a.m. - 9 p.m. Monday - Friday (Central Time) to find out the amount of any net unrealized appreciation.

If you receive a payment that is a qualified distribution that includes employer stock and you do not roll it over, your basis in the stock (used to determine gain or loss when you later sell the stock) will equal the fair market value of the stock at the time of the payment from the plan.

If you have an outstanding loan that is being offset

If you have an outstanding loan from the plan, your plan benefits may be offset by the amount of the loan, typically when your employment ends. The loan offset amount is treated as a distribution to you at the time of the offset and will be taxed (including the 10% additional income tax on early distributions, unless an exception applies) unless you do a 60-day rollover in the amount of the loan offset to a Roth IRA or designated Roth account in an employer plan.

If you receive a nonqualified distribution and you were born on or before January 1, 1936

If you were born on or before January 1, 1936, and receive a lump sum distribution that is not a qualified distribution and that you do not roll over, special rules for calculating the amount of the tax on the earnings in the payment might apply to you. For more information, see IRS Publication 575, Pensions and Annuity Income.

If you receive a nonqualified distribution, are an eligible retired public safety officer, and your pension payment is used to pay for health coverage or qualified long-term care insurance

If the plan is a governmental plan, you retired as a public safety officer, and your retirement was by reason of disability, or was after normal retirement age, you can exclude from your taxable income nonqualified distributions paid directly as premiums to an accident or health plan (or a qualified long-term care insurance contract) that your employer maintains for you, your spouse, or your dependents, up to a maximum of \$3,000 annually. For this purpose, a public safety officer is a law enforcement officer, firefighter, chaplain, or member of a rescue squad or ambulance crew.

If you are not a plan participant

Payments after death of participant. If you receive a distribution after the participant's death that you do not roll over, the distribution will generally be taxed in the same manner described elsewhere in this notice. However, whether the payment is a qualified distribution generally depends on when the participant first made a contribution to the designated Roth account in the plan. Also, the 10% additional income tax on early distributions and the special rules for public safety officers do not apply, and the special rule described under the section "If you receive a nonqualified distribution and you were born on or before January 1, 1936" applies only if the participant was born on or before January 1, 1936.

If you are a surviving spouse. If you receive a payment from the plan as the surviving spouse of a deceased participant, you have the same rollover options that the participant would have had, as described elsewhere in this notice. In addition, if you choose to do a rollover to a Roth IRA, you may treat the Roth IRA as your own or as an inherited Roth IRA.

A Roth IRA you treat as your own is treated like any other Roth IRA of yours, so that you will not have to receive any required minimum distributions during your lifetime and earnings paid to you in a nonqualified distribution before you are age 59½ will be subject to the 10% additional income tax on early distributions (unless an exception applies).

If you treat the Roth IRA as an inherited Roth IRA, payments from the Roth IRA will not be subject to the 10% additional income tax on early distributions. An inherited Roth IRA is subject to required minimum distributions. If the participant had started taking required minimum distributions from the plan, you will have to receive required minimum distributions from the inherited Roth IRA. If the participant had not started taking required minimum distributions, you will not have to start receiving required minimum distributions from the inherited Roth IRA until the year the participant would have been age 70½.

If you are a surviving beneficiary other than a spouse. If you receive a payment from the plan because of the participant's death and you are a designated beneficiary other than the surviving spouse, the only rollover option you have is to do a direct rollover to an inherited Roth IRA. Payments from the inherited Roth IRA, even if made in a nonqualified distribution, will not be subject to the 10% additional income tax on early distributions. You will have to receive required minimum distributions from the inherited Roth IRA.

Payments under a qualified domestic relations order. If you are the spouse or a former spouse of the participant who receives a payment from the plan under a qualified domestic relations order (QDRO), you may generally have the same options the participant would have (for example, you may roll over the payment as described in this notice)

If you are a nonresident alien

If you are a nonresident alien and you do not do a direct rollover to a U.S. IRA or U.S. employer plan, instead of withholding 20%, the plan is generally required to withhold 30% of the payment for federal income taxes. If the amount withheld exceeds the amount of the tax you owe (as may happen if you do a 60-day rollover), you may request an income tax refund by filing Form 1040NR and attaching your Form 1042-S. See Form W-8BEN for claiming that you are entitled to a reduced rate of withholding under an income tax treaty. For more information, see also IRS Publication 519, U.S. Tax Guide for Aliens, and IRS Publication 515, Withholding of Tax on Nonresident Aliens and Foreign Entities

Other special rules

If a payment is one in a series of payments for less than 10 years, your choice whether to make a direct rollover will apply to all later payments in the series (unless you make a different choice for later payments).

If your payments for the year (only including payments from the designated Roth account in the plan) are less than \$200, the plan is not required to allow you to do a direct rollover and is not required to withhold federal income taxes. However, you may do a 60-day rollover.

Unless you elect otherwise, a mandatory cashout from the designated Roth account in the plan of more than \$1,000 will be directly rolled over to a Roth IRA chosen by the plan administrator. A mandatory cashout is a payment from the plan to a participant made before age 62 (or normal retirement age, if later) and without consent, where the participant's benefit does not exceed \$5,000 (or such lower amount stated in the plan) not

including any amounts held under the plan as a result of a prior rollover made to the plan.

You may have special rollover rights if you recently served in the U.S. Armed Forces. For more information, see IRS Publication 3, Armed Forces' Tax Guide.

FOR MORE INFORMATION

You may wish to consult with the plan administrator or a professional tax advisor, before taking a payment from the plan. Also, you can find more detailed information on the federal tax treatment of payments from employer plans in: IRS Publication 575, Pension and Annuity Income; IRS Publication 590, Individual Retirement Arrangements (IRAs); and IRS Publication 571, Tax-Sheltered Annuity Plans (403(b) Plans. These publications are available from a local IRS office, or on the web at www.irs.gov, or by calling 1-800-TAX-FORM.



Mailing Address:
 PO Box 9394
 Des Moines, IA 50306-9394
 Fax 1-866-704-3481

**Principal Life
 Insurance Company**

**Death Benefit
 Claim Form**

Section A – Plan Information

Company Name		Contract Number
Participant Name	Participant I.D. Number/Social Security Number	Date of Death

Section B – Claimant Information (Completed by Beneficiary approved by Plan Sponsor)

Name (first)	(middle initial)	(last)	Date of Birth	Relationship to Participant
Address (street)		(city)	(state)	(ZIP Code plus 4-digit)
Social Security Number	Daytime Phone Number	Evening Phone Number		

Section C – Deferred Decision

I do not want to make a selection at this time. (Must complete Section L)

Section D – Leave Your Funds in the Plan

I would like to leave _____% (designate a percentage from 1% to 100%) **OR** \$_____ (indicate a specific dollar amount) of my portion of the retirement account in the retirement plan. (Must complete Section L)

I am a **sole spouse** beneficiary and choose to begin my benefit option payments utilizing one of the following payout options:

- Begin payments over a lifetime; start payments by December 31 of the calendar year immediately following the calendar year in which the participant died, or
- Begin payments over a lifetime; start payments by December 31 of the calendar year the participant would have attained age 70½, or
- Elect to receive the entire amount by December 31 of the calendar year, which include the fifth anniversary of the participant's death.*

I am a **non-spouse** beneficiary and choose to begin my benefit option payments utilizing one of the following payout options:

- Begin payments over a lifetime; start payments by December 31 of the calendar year immediately following the calendar year in which the participant died, or
- Elect to receive the entire amount by December 31 of the calendar year, which include the fifth anniversary of the participant's death.*

*If Required Minimum Distributions (RMDs) have begun or the participant was to begin RMDs, then the distribution election to receive all benefits by the end of the fifth year is not available.

NOTE: Lifetime in the case of a spouse or non-spouse beneficiary may mean that the annual Required Minimum Distribution (RMD) is based on which person is younger, the beneficiary or the participant. For more information regarding payments and quotes to be made based on lifetime, please call our Client Contact Center at 1-800-547-7754.

NOTE: Failure to take a Required Minimum Distribution based on lifetime or the five year period, may result in a Federal excise tax equal to 50% of the required distribution amount.

Section E – Direct Rollover to an IRA or to another eligible retirement plan (Direct Rollovers (other than to Inherited IRAs) are available to spouse beneficiaries only.)

I would like a Direct Rollover (as indicated below) of _____% (designate a percentage from 1% to 100%) **OR** \$ _____ (indicate a specific dollar amount) of the benefit in the retirement plan.

My Direct Rollover is to:

- an IRA with The Principal (Please call 1-800-247-8000 if you would like to discuss IRA options and a representative can assist you with all of the options available to you.)

My direct rollover option with The Principal is:

Specify Principal IRA rollover option: _____

- an IRA with another financial institution
- another eligible retirement plan with The Principal
- another eligible retirement plan outside The Principal
- an inherited IRA with The Principal (Please call 1-800-247-8000 to discuss Inherited IRA options)
- an Inherited IRA with another financial institution

Contract/Account # _____

Contract/Account Name _____

NOTE: Not all financial institutions or eligible retirement plans will accept all types of rollovers. Please check with the receiving financial institution or plan sponsor before completing and submitting this form to our office to see if your account can be rolled over. Then please complete the following:

I have checked with the receiving Plan or Financial Institution and they (check the appropriate box):

- WILL** accept all contributions from this existing account
- WILL NOT** accept all contributions from this existing account.

If you have indicated the plan or financial institution will not accept all contributions, we will distribute only the pre-tax gross and earnings as a Rollover. All remaining money will be issued to you directly in cash unless instructed otherwise on a separate sheet of paper.

- Check here if you are including additional instructions.

Note: Checks are mailed directly to the designated individual or financial institution without accompanying documentation or forms. If additional documents must accompany a check to a financial institution, then please indicate below that the check be issued to the financial institution but returned to you so you can include the additional documents required by the financial institution receiving the payment.

Issue Check to: (Supply Financial Institution or Eligible Retirement Plan information below)

Name of Financial Institution, Trust Account or Trustee		Account Number or Identification Number
Mailing Address of Financial Institution (Street or PO Box)		Name of Agent/Broker or Contact at Financial Institution
City of Financial Institution	State of Financial Institution	Zip code plus 4-digit

Send Check to: (Complete only if different than above)

Name of Financial Institution, Trust Account or Trustee		Account Number or Identification Number
Mailing Address of Financial Institution (Street or PO Box)		Name of Agent/Broker or Contact at Financial Institution
City of Financial Institution	State of Financial Institution	ZIP code plus 4-digit

Section F – Cash Distribution

I would like a cash distribution of _____% (designate a percentage from 1% to 100%) **OR** _____ (indicate a specific dollar amount) of my portion of the funds in the retirement plan. I would like this amount to be:

- Net of taxes (check amount equals amount specified)
- Gross Distribution (check amount equals specified amount less required withholding)

If you want additional amounts withheld from any payment, check the appropriate box:

- Withhold additional federal taxes of _____ (this percent or dollar amount is in addition to the 20% withholding for spouse (and non-spouse)*).

*effective with 2010 plan year distributions.

We will automatically issue a check to you unless you specify otherwise below.

Issue to: _____ Mail to: _____

Section G – Survivorship Annuity with Installment Refund

I would like to purchase an Annuity with _____% (designate a percentage from 1% to 100%) **OR** _____ (indicate a specific dollar amount) of my portion of the funds in the retirement plan.

The annuity start date should be _____.

After I die, I want the payments to continue to my contingent annuitant at the following rate:

50% 100% or Other: _____% of my payments

The person listed below should receive the continued payments as the contingent annuitant. I understand once I start receiving annuity payments, I can't change the contingent annuitant listed below for any reason.

Contingent Annuitant's Full Name	Social Security Number	Date of Birth	Relationship to Me
Street Address	City	State	ZIP Code plus 4-digit

Section H – Single Life Annuity

I would like to purchase an Annuity with _____% (designate a percentage from 1% to 100%) **OR** _____ (indicate a specific dollar amount) of my portion of the funds in the retirement plan.

The annuity start date should be _____.

Single Life Installment Refund (must complete Section L)
 Single Life Annuity (skip Section L)

Section I –Life Annuity with Certain Period

I would like to purchase an Annuity with _____% (designate a percentage from 1% to 100%) **OR** _____ (indicate a specific dollar amount) of my portion of the funds in the retirement plan.

The annuity start date should be _____.

I want to receive payments during my lifetime. I also want payments to be made for at least the following number of years)

5 Years 10 Years 15 Years Other _____ Years (Please specify number of years)

If I don't live to the end of the period I have chosen, pay any remaining benefits to my beneficiary by:

Continuing payments (must complete Section L) A single payment (must complete Section L)

Section J – Fixed Period Annuity

I would like to purchase an Annuity with _____% (designate a percentage from 1% to 100%) **OR** _____ (indicate a specific dollar amount) of my portion of the funds in the retirement plan.

The annuity start date should be _____.

I want payments to be made for:

5 Years 10 Years 15 Years Other _____ Years (Please specify number of years)

If I don't live to receive all my payments, pay any remaining benefits to my beneficiary by:

Continuing payments (must complete Section L) A single payment (must complete Section L)

I have chosen an annuity having a period of less than 10 years and would like to make a direct rollover of the payments. Complete the Cash Rollover Distribution Section for completion. Nontaxable amounts cannot be rolled over.

If you want additional amounts withheld from any payment, check the following box:

Withhold additional federal taxes of _____ (indicate percent or dollar amount).

Section K – Directed to Principal Bank Checking Account

I would like _____% (designate a percentage from 1% to 100%) **OR** \$ _____ (indicate a specific dollar amount) of my portion of the retirement account in the retirement plan directed to a Principal Bank Checking Account.

Please call our Client Contact Center at 1-800-547-7754 for more information.

Federal tax law requires you to provide the following information before any funds can go to Principal Bank Consolidation Account.

Substitute Form W-9: Social Security Number or Taxpayer Identification Number: _____

Status: I am a U.S. Person. (This includes a resident alien of the United States.)
 I am not a U.S. person. (Note: Please complete and submit the appropriate version of IRS Form W-8 when returning this form.)

Backup Withholding: Under the provisions of Section 3406(a)(1)(C) of the Internal Revenue Code:

I am not subject to backup withholding
 I am subject to backup withholding (Note: This box must be marked if you have been notified that you are currently subject to backup withholding.)

Certification: UNDER THE PENALTIES OF PERJURY, I certify by my signature in Section M that the information provided in this section is true, current, and complete.

Section L – Beneficiary Designation (See Section 4 for Sample Beneficiary Designations)

Pay any amounts payable after my death to the following primary beneficiary(ies) (Unless other wise 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.):

Full Name	Date of Birth	Relationship to Me	Social Security Number	Address	Percent
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If no primary beneficiary is alive at the time of my death, pay any amounts payable after my death to the following contingent beneficiary(ies):

Full Name	Date of Birth	Relationship to Me	Social Security Number	Address	Percent
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My selection of a beneficiary appears on a separate sheet of paper. I understand if my designation requires more space, I must check the box and staple additional paper to this form. I also understand any additional page(s) must be signed and dated by me.

Legal Requirement*

This is an important decision. Before signing, be sure you understand what retirement benefits you'll receive and what benefits you'll no longer be eligible to receive.

Section M - Beneficiary's Signature

I reviewed the attached *Death Benefit Claim Form* and understand my benefit choices.

I understand the relationship between my benefit election(s) and income tax withholding and have consulted a tax advisor, if necessary. I certify the information I provided on this form is accurate and complete. This election cancels any prior election I made under this plan.

UNDER THE PENALTIES OF PERJURY, I certify by my signature below that all information on this Death Benefit Claim Form is true, current and complete.

Beneficiary Signature X	Date / /
--	-------------

Notary Public: The person signing as beneficiary appeared before me and signed the above consent.

Notary Signature X	Date / /
-------------------------------------	-------------

Type or print name of Notary	<input type="checkbox"/> The person who signed as beneficiary is personally known to me, or <input type="checkbox"/> The person who signed as beneficiary produced identification.	Type of Identification
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(a) Revocability of Benefit Election The benefit form selected may be revoked prior to the date the payment is made. After the payment starting date, the benefit form cannot be changed.

Section 4: Sample Beneficiary Designations

When electing an Annuity, or deferred decision (Section C) you must complete the Beneficiary Designation (Section L) on the Election Form.

Beneficiary designations are legal documents stating who should receive the death benefits and how benefits should be paid. Without designations, benefits usually will be paid to the plan participant's estate.

When making a designation, use complete given names such as Mary M. Doe not Mrs. John Doe. Include the address and relationship of the beneficiaries to the plan participant. You may name one or more primary

beneficiaries and one or more contingent beneficiaries. Contingent beneficiaries will receive benefits only if all primary beneficiaries die before you, unless you specifically indicate otherwise.

IMPORTANT: Be sure to include the percentage of benefits you want to go to each beneficiary. Combined percentages must equal 100%.

The table below shows some of the more common beneficiary designations. You may use other designations. Consult your legal advisor if you have questions about choosing a beneficiary.

Number and Type of Beneficiary	Name	Relationship	Percent
One Beneficiary	Mary M. Doe	Sister	100%
Two Beneficiaries	Jane J. Doe John J. Doe or to the Survivor	Mother Father	50% 50%
Estate	My Estate		100%
Children and Grandchildren	John J. Doe Jane J. Doe William X. Doe	Son Daughter Son	33.3% 33.3% 33.4%
<p>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.</p>			