It’s your retirement – we’ll help you get there.

Clint Baer
Retirement Education Specialist
Questions we’ll help answer today

• What is the impact of the change in retirement service providers?
• What changes have been made to the plan?
• What actions do I need to take?
• What do I need to know about investing?
• What resources do I have available?
Choosing Principal®

Technology and Resources

Diverse selection of investment options

Customized, personalized approach
Transition process overview

- Current services with TIAA CREF will end on September 30th, 2018
- Services with Principal will begin on October 1st, 2018
Know your options

1. Consolidate retirement funds in your organization’s plan with Principal®

2. Transfer funds into an individual retirement account (IRA)

3. Keep funds in your current account(s)

4. Cash out
Moving to Principal®

1. Contact TIAA at (800-842-2252) to request a preformatted contract exchange / transfer form
2. Receive the form in the mail within 5 business days
3. Enter check payable information on form:

   PRINCIPAL LIFE INSURANCE COMPANY
   PO BOX 9394
   DES MOINES, IA 50306-9394

   Contract / Plan ID Number: 8-16738

4. Sign and return completed form to Kacie Flynn
Get to know your plan:
Humboldt State University Foundation 403(b) Plan

• **Plan Eligibility**
  – Age 21

• **Employee Contributions**
  – Percent (%) or Dollar ($) amount of salary
  – Traditional (Pre-tax) or Roth (After-tax) elective deferrals
  – Total salary deferral in 2018 cannot exceed $18,500*
  – Catch-up contributions age 50 or older up to $6,000*
  – Deferrals changes (anytime)

• **Employer Contributions**
  – With 1 year of service and 1000 hours
  – Discretionary
  – Immediate Vesting

*IRS limits are subject to change, pending congressional approval.
Three steps to get you on your way toward retirement:

1. Set up your account
2. How much will you put aside today?
3. Review your investment options
1

Set up your account

principal.com/NextSteps or 800.547.7754
Set up your account

1. Visit: principal.com/NextSteps

2. Provide: Name | Birth date | ZIP code | Social security #

3. Create your username and password
Keeping your information safe

Add your email address

Enable two-factor authentication with your mobile number

Set three online security questions and answers
See your account anytime, anywhere

principal.com/OnTheGo

For illustrative purposes only.
How much will you put aside today?
How much will you potentially need to save for retirement?

Use the Retirement Wellness Planner or the retirement savings worksheet

Consider your goals and expenses

10%

Save at least 10% throughout your career*

*Based on analysis conducted by Principal®, October 2015. The estimate assumes a 40-year span of accumulating savings and the following facts: retirement at age 65; a combined individual and plan sponsor contribution of 12%; Social Security providing 40% replacement of income; 7% annual market returns; 2.5% annual inflation; and 3.5% annual wage growth over 40 years in the workforce. This estimate is based on a goal of replacing about 85% of salary. The assumed rate of return for the analysis is hypothetical and does not guarantee any future returns nor represent the return of any particular investment. Contributions do not take into account the impact of taxes on pre-tax distributions. Individual results will vary. Participants should regularly review their savings progress and post-retirement needs.
Consider saving as much as you can, as early as you can.

Potential savings

Diane begins to contribute 8% of her pay right away.
Total Contributions $144,543

David begins to contribute 8% of his pay after 10 years.
Total Contributions $111,696

Diane saves $398,300
David saves $219,800

This chart assumes a starting salary of $35,000, 3.5% annual salary raise, and a 7% annual rate of return on investment, compounded biweekly. This example is for illustrative purposes only. The assumed rate of return is hypothetical and does not guarantee any future returns nor represent the return of any particular investment option. Amounts shown do not reflect the impact of taxes on pre-tax deductions. Individual taxpayer circumstances may vary.
## Save on taxes

### How it works

<table>
<thead>
<tr>
<th></th>
<th>8% contribution</th>
<th>No contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biweekly pay</td>
<td>$1,346.15</td>
<td>$1,346.15</td>
</tr>
<tr>
<td>Contribution</td>
<td>$107.69</td>
<td>$0</td>
</tr>
<tr>
<td>Taxable income</td>
<td>$1,238.46</td>
<td>$1,346.15</td>
</tr>
<tr>
<td>Taxes (assuming 25% tax bracket)</td>
<td>$309.62</td>
<td>$336.54</td>
</tr>
<tr>
<td>Take-home pay</td>
<td>$928.84</td>
<td>$1,009.61</td>
</tr>
</tbody>
</table>

### Tax savings

$26.92

The $107.69 contribution reduced the pay by **only** $80.77.

($1,009.61 - $928.84 = $80.77)

This chart assumes a 25% tax bracket, which includes local, state, and federal taxes; amounts shown reflect what a person might receive if not deferred. Reduced take-home pay is accurate for the initial year and would change based on participant’s annual pay. For illustrative purposes only.
3 Review your investment options
Investment options

- Pre-Built Portfolios
- Build Your Own Portfolio

To learn more, log into your account:

• Select **Investments tab**
• Select **Change Investments**
• Select **Invest Contributions**

*Refer to the Investment Option Summary included in your workbook for a full listing of investment options.
Prebuilt portfolios

Target Date Funds: *Vanguard Target Retirement Funds*

- Investment mix changes over time — typically gets more conservative as it approaches target date
- Balanced/Asset Allocation asset class
- Professionally managed toward a target date or date you intend to start withdrawing funds
- Assumes value of account will be withdrawn gradually during retirement
- Neither principal nor underlying assets guaranteed at any time — including target date
Levels of risk/asset classes

Low risk/return
- Short-term fixed income
- Fixed income
- Large U.S. equity

High risk/return
- Small/mid U.S. equity
- International equity

Asset allocation and diversification do not ensure a profit or protect against a loss.
403(b) Account
Franklin Login - ABC DEFINED CONTRIBUTION PLAN

How Your Current Account Balance is Invested

Your Investment Mix:
- 4.17%
- $5,393.67

Future Paycheck Contributions

View Investment Details

Change Investments

My Investment Information
- Investor Profile Quiz Results
  Moderate Conservative Investor - Taken June 24, 2017
  Retake Quiz

- Rebalance
  Investments drift due to normal market fluctuations.
  Rebalance Investments

- Coping With Market Volatility
  Get three quick tips to help you through the market ups and downs.

MyVirtualCoach
Investing can be complicated. Learn about investment allocation options available to you.
4 of 8

How comfortable are you with the value of your investments rising and falling over time?

- Not comfortable
- Neutral
- Comfortable

MyVirtualCoach

Investing can be complicated. Learn about investment allocation options available to you.
Are you on track?
Retirement Wellness Planner

Retirement planning just got a little easier. You can add outside retirement accounts to see a more complete financial picture!

Working on your plan for retirement is a great idea, Alex! Simply adjust information below and watch how your Retirement Wellness Score can improve. It only takes a few minutes to see how simple changes now can help boost your financial security in retirement.

Planning & Account Inputs

Pre-Tax Contribution Amount
150.00 every two weeks

View Roth Contribution Amount

Your Current Annual Pay
Paid Hourly? Calculate Annual Pay

How Often Are You Paid?

Clear Changes

Save Changes

Retirement Wellness Score

56

You Need
$3,313/month
We Estimate You Will Have
$2,657/month
You May Be SHORT
$656/month

Household Score

Account Balance

For illustrative purposes only.
External accounts

Working on your plan for retirement is a great idea, Alex! Simply adjust information below and watch how your Retirement Wellness Score can improve. It only takes a few minutes to see how simple changes now can help boost your financial security in retirement.

Retirement Wellness Score

- You Need $3,313/month in retirement.
- We Estimate You Will Have $2,657/month in retirement.
- You May Be SHORT $656/month in retirement.

Asset Total $0.00/month
Monthly Income Total $0.00
Social Security $5,000.00/month

For illustrative purposes only.
## External Accounts

Do you have retirement accounts outside of Principal? Maybe from a previous employer? What about other investments? Simply adding these accounts can make a big impact on your Retirement Wellness Score. Go ahead – try it out!

### Retirement asset accounts

<table>
<thead>
<tr>
<th>Account Name</th>
<th>Balance</th>
<th>Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Additional retirement savings ☑</td>
<td>$</td>
<td><img src="Save" alt="Save" /></td>
</tr>
<tr>
<td>External asset total ☑</td>
<td>$77,485.49</td>
<td>Automatically included in planner</td>
</tr>
</tbody>
</table>

### Retirement income accounts

<table>
<thead>
<tr>
<th>Account Name</th>
<th>Monthly Income</th>
<th>Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other income ☑</td>
<td>$</td>
<td><img src="Save" alt="Save" /></td>
</tr>
<tr>
<td>Estimated Monthly Amount</td>
<td></td>
<td>Automatically included in planner</td>
</tr>
<tr>
<td>External income total ☑</td>
<td>$635,139.04</td>
<td></td>
</tr>
<tr>
<td>Social Security ☑</td>
<td>$5,000.00</td>
<td><img src="Save" alt="Save" /></td>
</tr>
<tr>
<td>Estimated Monthly Amount</td>
<td></td>
<td>Automatically included in planner</td>
</tr>
</tbody>
</table>

For illustrative purposes only.
Personalized planning
Schedule a 1:1 Education Meeting

- Experienced
- Noncommissioned
- Principal Retire Secure℠ retirement professional
- No additional cost to you

Visit principal.com/phone1on1
Call 800.243.4380 ext. 2442
MyVirtualCoach

- Learn about savings
- Make sense of rollovers
- Investment choices
- Set up beneficiaries
- Learn about loans
- Review your goals

principal.com/MyVirtualCoach-all
Register for a webinar

principal.com/LearnNow
Will prep service available to all participants

*Visit Principal.com/WillPrep

Provided at no cost to you

*Principal.com/WillPrep is a vanity URL set up for user convenience. It directs to the ARAG website, a third-party site.
Designate a beneficiary
Make sure your savings goes to the right person

• Online at principal.com/Beneficiary
Web Demo
Thank you
Important information

Investing involves risk, including possible loss of principal.

Asset allocation and diversification does not ensure a profit or protect against a loss. Equity investment options involve greater risk, including heightened volatility, than fixed-income investment options. Fixed-income investments are subject to interest rate risk; as interest rates rise their value will decline. International and global investing involves greater risks such as currency fluctuations, political/social instability and differing accounting standards. These risks are magnified in emerging markets.

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Important information

Equity investment options involve greater risk, including heightened volatility, than fixed-income investment options. Fixed-income investments are subject to interest rate risk; as interest rates rise their value will decline.

Fixed-income and asset allocation investment options that invest in mortgage securities are subject to increased risk due to real estate exposure.

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.

Asset allocation and diversification do not ensure a profit or protect against a loss. Additionally there is no guarantee this investment option will provide adequate income at or through retirement.

Investment options are subject to investment risk. Shares or unit values will fluctuate and investments, when redeemed, may be worth more or less than their original cost.

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