

Compensation schedule



For brokers who are Registered Representatives of Principal Securities, Inc. and have a DD715 contract

DD715BD-14

February 2020

This compensation schedule (“Compensation Schedule”) applies to policies/contracts issued by Principal Life Insurance Company (Principal Life) and Principal National Life Insurance Company (“Principal National”).

Compensation is defined as gross rates for commissions service fees and trails for Life, Disability Insurance and Annuity products. Compensation for bonuses for Life and Disability Insurance products is defined as commissions. For compensation defined as gross rates, your compensation is determined by multiplying the gross commission rate to the premium received or policy/contract value, and then multiplying by the payout rate from your advisor grid. Throughout this Compensation Schedule, the term “we”, “us” or “our” means Principal Life and Principal National unless such reference pertains solely to Principal Life or Principal National, as the context may suggest or as provided in this Compensation Schedule. Principal Life is the contracting party under this Compensation Schedule for all policies /contracts issued by Principal Life, and Principal National is the contracting party for all policies issued by Principal National. The rights, duties, obligations and responsibilities of each are separate and distinct from the rights, duties, obligations and responsibilities of the other. Principal Life shall not have any responsibility or liability for the actions or inaction of Principal National under this Compensation Schedule; and Principal National shall not have any responsibility or liability for the actions or inaction of

Principal Life under the Compensation Schedule.

We will pay you compensation on policies/contracts issued by Principal Life or Principal National on applications written under your contract. Compensation will be paid according to this Compensation Schedule on premiums we receive. You must be, and continue to be if required by state law, properly licensed, and with respect to fixed annuities, indexed annuities and variable products be properly licensed and registered, to receive compensation.

We may change this Compensation Schedule by e-mail notice or by posting to www.principal.com. You are responsible for ensuring that you have the most current Compensation Schedule. Any change to this Compensation Schedule will affect only compensation payable on policies/contracts with an effective date on or after the effective date of the change, unless otherwise allowed in your contract, this or any other compensation schedule or as required by law. Any change will also affect compensation payable on changes to existing policies/contracts with an effective date on or after the effective date of the change. We may discontinue the issuance of any form of policy/contract and fix the amount of compensation on policies/contracts issued in exchange for previously issued policies/contracts. If you have any questions regarding the compensation on any Life, Disability Insurance product or Annuity product contact Marketer Services at **800.388.4793**.

Table of contents

Life	2
Disability insurance	22
Annuity	27
Compensation modifications	61

Changes and deletions

Life

Added new products: Universal Life Protector V, Survivorship Universal Life Protector III, Indexed Universal Life Accumulation II, Term 2020, Principal Variable Universal Life Income IV and Executive Variable Universal Life III.

Revised rates for all existing Life and Disability insurance products.

Added rates for Guaranteed Issue Term 2020, effective February 1, 2020.

Individual Life Insurance products

General provisions

Target premium — Target premium is determined according to a rate per \$1,000 of face amount. Target premium may vary by age, gender and underwriting classification, but does not increase due to riders and certain ratings. Please refer to the policy illustration for the particular policy target premium.

Renewal commissions — The date of receipt of premium will determine the policy year for payment of renewal commissions, except as otherwise noted. Net Policy Value (NPV) is defined in the policy. Asset based renewal commissions are referred to as trails.

Service fees — Service fees are paid to the current servicing agent of record. Servicing agent means the agent appointed by us and accepted by the policyowner as the servicing agent. If the policyowner requests a change in the servicing agent or if we decide that a change would be in the best interests of the policyowner, service fees will be paid to the new servicing agent. Service fees are not paid after your contract with us terminates. Net Policy Value (NPV) is defined in the policy. Asset based service fees are referred to as trails.

Life Quality Business Bonus and Life Long-Term Quality Business Bonus — The rates for this bonus are not gross commission rates. Your compensation will be determined by the rates in this schedule. Your payout rate from your advisor grid will not be applied.

Product	First year commissions	Renewal commissions	Service fees	Commission chargebacks
Universal Life Protector V (SF999 – Principal Life; SN126 – Principal National)	<ol style="list-style-type: none"> 118% of first year premium received up to and including target premium. 4.72% of first year premium received above target premium. 	<ol style="list-style-type: none"> Policy years 2-5 <ol style="list-style-type: none"> 1.7% of premium received up to and including target premium. 0% of premium received above target premium. Policy years 6-10 <ol style="list-style-type: none"> 0.85% of premium received up to and including target premium. 0% of premium received above target premium. 	N/A	N/A
Survivorship Universal Life Protector III (SF1002 – Principal Life; SN129 – Principal National)	<ol style="list-style-type: none"> 118% of first year premium received up to and including target premium. 4.72% of first year premium received above target premium. 	<ol style="list-style-type: none"> Policy years 2-5 <ol style="list-style-type: none"> 1.7% of premium received up to and including target premium. 0% of premium received above target premium. Policy years 6-10 <ol style="list-style-type: none"> 0.85% of premium received up to and including target premium. 0% of premium received above target premium. 	N/A	N/A

Product	First year commissions	Renewal commissions	Service fees	Commission chargebacks
Universal Life Flex III (SF978-Principal Life; SN108-Principal National)	<ol style="list-style-type: none"> 118% of first year premium received up to and including target premium. 4.72% of first year premium received above target premium. 	<ol style="list-style-type: none"> Policy years 2-5 <ol style="list-style-type: none"> 1.7% of premium received up to and including target premium. 0% of premium received above target premium. Policy years 6-10 <ol style="list-style-type: none"> 0.85% of premium received up to and including target premium. 0% of premium received above target premium. 	N/A	N/A
Indexed Universal Life Flex II (SN85-2-Principal National)	<ol style="list-style-type: none"> 118% of first year premium received up to and including target premium. 4.72% of first year premium received above target premium. 	<ol style="list-style-type: none"> Policy years 2-5 <ol style="list-style-type: none"> 1.7% of premium received up to and including target premium. 0% of premium received above target premium. Policy years 6-10 <ol style="list-style-type: none"> 0.85% of premium received up to and including target premium. 0% of premium received above target premium. 	N/A	N/A
Indexed Universal Life Accumulation II (SN122-Principal National)	<ol style="list-style-type: none"> 118% of first year premium received up to and including target premium. 51% of first year premium received up to and including target premium if the Surrender Value Enhancement Rider is attached to the policy. 4.72% of first year premium received above target premium. 	<ol style="list-style-type: none"> Policy years 2-4 <ol style="list-style-type: none"> 1.7% of premium received up to and including target premium. 18.7% of premium received up to and including target premium if the Surrender Value Enhancement Rider is attached to the policy. 0% of premium received above target premium. Policy year 5 <ol style="list-style-type: none"> 1.7% of premium received up to and including target premium. 0% of premium received above target premium. Policy years 6-10 <ol style="list-style-type: none"> 0.85% of premium received up to and including target premium. 0% of premium received above target premium. 	N/A	<p>If the policy is terminated in the first three policy years for any reason other than death of the insured, a portion of first year commissions (FYC) are charged back according to the following schedule. This applies only if a policy is issued with the Alternate Surrender Value Rider.</p> <p>Policy year 1 = 100% FYC charged back Policy year 2 = 68% FYC charged back Policy year 3 = 38% FYC charged back</p>

Product	First year commissions	Renewal commissions	Service fees	Commission chargebacks
Term – 2020* (10-year, 15-year, 20-year and 30-year) (SF975-Principal Life; SN104-Principal National) *\$75.00 policy fee is non-commissionable.	118% of first year premium.	N/A	N/A	N/A
Guaranteed Issue Term – 2020* (10-year and 20-year) (SN104 - Principal National) *\$75.00 policy fee is non-commissionable.	85.818% of first year premium.	N/A	N/A	N/A
Principal Variable Universal Life Income IV (SN118-Principal Life) Semi-Heaped - Premium with Asset-Based Trails (Option 1)	1. 51% of first year premium received up to and including target premium. 2. 7.08% of first year premium received above target premium.	1. Policy years 2-10 a. 3.4% of premium received.	1. Policy years 2-20 a. 0.425% of the NPV. One fourth of the annual trail rate is multiplied by the NPV on the last day of the policy quarter and paid quarterly. Trails are not paid on loan values or during any extended maturity.	N/A
Principal Variable Universal Life Income IV (SN118-Principal Life) Levelized - Premium Only - no Asset-Based Trails (Option 2)	1. 21.25% of first year premium received up to and including target premium. 2. 7.08% of first year premium received above target premium.	1. Policy years 2-10 a. 21.25% of premium received up to and including target premium. b. 3.4% of premium received above the target premium.	N/A	N/A
Principal Variable Universal Life Income IV (SN118-Principal Life) Heaped - Premium Only - no Asset-Based Trails (Option 3); with Surrender Value Enhancement Rider (Option 4)	1. 118% of first year premium received up to and including target premium. 2. 51% of first year premium received up to and including target premium if the Surrender Value Enhancement Rider is attached to the policy. 3. 7.08% of first year premium received above target premium.	1. Policy years 2-4 a. 3.4% of premium received up to and including target premium. b. 20.4% of premium received up to and including target premium if the Surrender Value Enhancement Rider is attached to the policy. c. 3.4% of premium received above the target premium. 2. Policy years 5-15 a. 3.4% of premium received.	N/A	If the policy is terminated in the first three policy years for any reason other than death of the insured, a portion of first year commissions (FYC) are charged back according to the following schedule. This applies only if a policy is issued with the Surrender Value Enhancement Rider. Policy year 1 = 100% FYC charged back Policy year 2 = 68% FYC charged back Policy year 3 = 38% FYC charged back

Product	First year commissions	Renewal commissions	Service fees	Commission chargebacks
<p>Executive Variable Universal Life III (SN111 - Principal National)</p> <p>Levelized - Premium with Asset-Based Trails (Option 1)</p> <p>Policies with the Supplemental Benefit Rider (SBR) have a premium band referred to as SBR target. It is defined as the difference between target premium for the policy if issued without SBR and the target premium for the policy issued with SBR. Commission Options 2 and 3 have specific commission rates for SBR target premium.</p>	<ol style="list-style-type: none"> 7.48% of first year premium received up to and including target premium. 1.7% of first year premium received above target premium. 	<ol style="list-style-type: none"> Policy years 2-7 <ol style="list-style-type: none"> 7.48% of premium received up to and including target premium. 2.55% of premium received above target premium (years 2-5 only; 0% years 6-7). 	<ol style="list-style-type: none"> Policy years 8-20 <ol style="list-style-type: none"> 0.425% of the NPV. <p>Trails will be discontinued if the Life Paid-Up Rider is activated.</p> <p>One fourth of the annual trail rate is multiplied by the NPV on the last day of the policy quarter and paid quarterly. Trails are not paid on loan values or during any extended maturity.</p>	<p>If the policy is terminated in the first two policy years for any reason other than death of the insured, a portion of first year commissions (FYC) are charged back according to the following schedule.</p> <p>Policy year 1 = 100% FYC charged back Policy year 2 = 85% FYC charged back</p>
<p>Executive Variable Universal Life III (SN111 - Principal National)</p> <p>Levelized - Premium Only - no Asset-Based Trails (Option 2)</p> <p>Policies with the Supplemental Benefit Rider (SBR) have a premium band referred to as SBR target. It is defined as the difference between target premium for the policy if issued without SBR and the target premium for the policy issued with SBR. Commission Options 2 and 3 have specific commission rates for SBR target premium.</p>	<ol style="list-style-type: none"> 10.88% of first year premium received up to and including target premium. 8.5% of first year premium received above target premium up to and including SBR target premium. 1.7% of first year premium received above the sum of target premium and SBR target premium. 	<ol style="list-style-type: none"> Policy years 2-7 <ol style="list-style-type: none"> 10.88% of premium received up to and including target premium. 6.375% of premium received above target premium and SBR target premium (years 2-5 only; 0% years 6-7). 2.55% of premium received above the sum of target premium and SBR target premium (years 2-5 only; 0% years 6-7). Policy years 8-10 <ol style="list-style-type: none"> 2.55% of premium received up to and including target premium. 0% of premium received above target premium. 	<p>N/A</p>	<p>If the policy is terminated in the first two policy years for any reason other than death of the insured, a portion of first year commissions (FYC) are charged back according to the following schedule.</p> <p>Policy year 1 = 100% FYC charged back Policy year 2 = 85% FYC charged back</p>
<p>Executive Variable Universal Life III (SN111 - Principal National)</p> <p>Semi-Heaped - Premium Only - no Asset-Based Trails (Option 3)</p> <p>Policies with the Supplemental Benefit Rider (SBR) have a premium band referred to as SBR target. It is defined as the difference between target premium for the policy if issued without SBR and the target premium for the policy issued with SBR. Commission Options 2 and 3 have specific commission rates for SBR target premium.</p>	<ol style="list-style-type: none"> 22.1% of first year premium received up to and including target premium. 7.65% of first year premium received above target premium up to and including SBR target premium. 1.7% of first year premium received above the sum of target premium and SBR target premium. 	<ol style="list-style-type: none"> Policy years 2-5 <ol style="list-style-type: none"> 8.925% of premium received up to and including target premium. 4.675% of premium received above target premium and SBR target premium. 2.55% of premium received above the sum of target premium and SBR target premium. Policy years 6-10 <ol style="list-style-type: none"> 2.55% of premium received up to and including target premium. 0% of premium received above target premium. 	<p>N/A</p>	<p>If the policy is terminated in the first three policy years for any reason other than death of the insured, a portion of first year commissions (FYC) are charged back according to the following schedule.</p> <p>Policy year 1 = 100% FYC charged back Policy year 2 = 68% FYC charged back Policy year 3 = 38% FYC charged back</p>

Product	First year commissions	Renewal commissions	Service fees	Commission chargebacks
<p>Executive Variable Universal Life III (SN111 - Principal National)</p> <p>Heaped - Premium Only - no Asset-Based Trails (Option 4)</p> <p>Policies with the Supplemental Benefit Rider (SBR) have a premium band referred to as SBR target. It is defined as the difference between target premium for the policy if issued without SBR and the target premium for the policy issued with SBR. Commission Options 2 and 3 have specific commission rates for SBR target premium.</p> <p>**This option is not available for policies involving 1035 exchange money.**</p>	<ol style="list-style-type: none"> 34.0% of first year premium received up to and including target premium. 1.7% of first year premium received above the target premium. 	<ol style="list-style-type: none"> Policy years 2-5 <ol style="list-style-type: none"> 5.1% of premium received up to and including target premium. 2.55% of premium received above target premium. Policy years 6-10 <ol style="list-style-type: none"> 2.55% of premium received up to and including target premium. 	N/A	<p>If the policy is terminated in the first four policy years for any reason other than death of the insured, a portion of first year commissions (FYC) are charged back according to the following schedule.</p> <p>Policy year 1 = 100% FYC charged back Policy year 2 = 75% FYC charged back Policy year 3 = 50% FYC charged back Policy year 4 = 25% FYC charged back</p>

Products no longer available for sale

Product	First year commissions	Renewal commissions	Service fees	Commission chargebacks
<p>Universal Life Protector IV (SF889 – Principal Life; SN46 – Principal National)</p>	<ol style="list-style-type: none"> 118% of first year premium received up to and including target premium. 4.72% of first year premium received above target premium. 	<ol style="list-style-type: none"> Policy years 2-5 <ol style="list-style-type: none"> 1.7% of premium received up to and including target premium. 0% of premium received above target premium. Policy years 6-10 <ol style="list-style-type: none"> 0.85% of premium received up to and including target premium. 0% of premium received above target premium. 	N/A	N/A
<p>Survivorship Universal Life Protector II (SF910 – Principal Life; SN73 – Principal National)</p>	<ol style="list-style-type: none"> 118% of first year premium received up to and including target premium. 4.72% of first year premium received above target premium. 	<ol style="list-style-type: none"> Policy years 2-5 <ol style="list-style-type: none"> 1.7% of premium received up to and including target premium. 0% of premium received above target premium. Policy years 6-10 <ol style="list-style-type: none"> 0.85% of premium received up to and including target premium. 0% of premium received above target premium. 	N/A	N/A

Product	First year commissions	Renewal commissions	Service fees	Commission chargebacks
Universal Life Flex II (SF914-Principal Life; SN77-Principal National)	<ol style="list-style-type: none"> 118% of first year premium received up to and including target premium. 4.72% of first year premium received above target premium. 	<ol style="list-style-type: none"> Policy years 2-5 <ol style="list-style-type: none"> 1.7% of premium received up to and including target premium. 0% of premium received above target premium. Policy years 6-10 <ol style="list-style-type: none"> 0.85% of premium received up to and including target premium. 0% of premium received above target premium. 	N/A	N/A
Universal Life Accumulation II (SF913-Principal Life; SN76-Principal National)	<ol style="list-style-type: none"> 118% of first year premium received up to and including target premium. 51% of first year premium received up to and including target premium if the Surrender Value Enhancement Rider is attached to the policy. 4.72% of first year premium received above target premium. 	<ol style="list-style-type: none"> Policy years 2-4 <ol style="list-style-type: none"> 1.7% of premium received up to and including target premium. 18.7% of premium received up to and including target premium if the Surrender Value Enhancement Rider is attached to the policy. 0% of premium received above target premium. Policy year 5 <ol style="list-style-type: none"> 1.7% of premium received up to and including target premium. 0% of premium received above target premium. Policy years 6-10 <ol style="list-style-type: none"> 0.85% of premium received up to and including target premium. 0% of premium received above target premium. 	N/A	<p>If the policy is terminated in the first three policy years for any reason other than death of the insured, a portion of first year commissions (FYC) are charged back according to the following schedule. This applies only if a policy is issued with the Surrender Value Enhancement Rider.</p> <p>Policy year 1 = 100% FYC charged back Policy year 2 = 68% FYC charged back Policy year 3 = 38% FYC charged back</p>
Indexed Universal Life Flex (SN85-Principal National)	<ol style="list-style-type: none"> 118% of first year premium received up to and including target premium. 4.72% of first year premium received above target premium. 	<ol style="list-style-type: none"> Policy years 2-5 <ol style="list-style-type: none"> 1.7% of premium received up to and including target premium. 0% of premium received above target premium. Policy years 6-10 <ol style="list-style-type: none"> 0.85% of premium received up to and including target premium. 0% of premium received above target premium. 	N/A	N/A

Product	First year commissions	Renewal commissions	Service fees	Commission chargebacks
Indexed Universal Life Accumulation (SN101-Principal National)	<ol style="list-style-type: none"> 118% of first year premium received up to and including target premium. 51% of first year premium received up to and including target premium if the Surrender Value Enhancement Rider is attached to the policy. 4.72% of first year premium received above target premium. 	<ol style="list-style-type: none"> Policy years 2-4 <ol style="list-style-type: none"> 1.7% of premium received up to and including target premium. 18.7% of premium received up to and including target premium if the Surrender Value Enhancement Rider is attached to the policy. 0% of premium received above target premium. Policy year 5 <ol style="list-style-type: none"> 1.7% of premium received up to and including target premium. 0% of premium received above target premium. Policy years 6-10 <ol style="list-style-type: none"> 0.85% of premium received up to and including target premium. 0% of premium received above target premium. 	N/A	<p>If the policy is terminated in the first three policy years for any reason other than death of the insured, a portion of first year commissions (FYC) are charged back according to the following schedule. This applies only if a policy is issued with the Surrender Value Enhancement Rider.</p> <p>Policy year 1 = 100% FYC charged back Policy year 2 = 68% FYC charged back Policy year 3 = 38% FYC charged back</p>
Universal Life Provider Edge (SN97-Principal National)	<ol style="list-style-type: none"> 118% of first year premium received up to and including target premium. 4.72% of first year premium received above target premium. 	<ol style="list-style-type: none"> Policy years 2-5 <ol style="list-style-type: none"> 1.7% of premium received up to and including target premium. 0% of premium received above target premium. Policy years 6-10 <ol style="list-style-type: none"> 0.85% of premium received up to and including target premium. 0% of premium received above target premium. 	N/A	N/A
Term – 2014* (10-year, 15-year, 20-year and 30-year) (SF946-Principal Life; SN89-Principal National)	118% of first year premium.	N/A	N/A	N/A

*\$75.00 policy fee is non-commissionable.

Product	First year commissions	Renewal commissions	Service fees	Commission chargebacks
Term – 2017* (10-year, 15-year, 20-year and 30-year) (SF975-Principal Life; SN104-Principal National) *\$75.00 policy fee is non-commissionable.	118% of first year premium.	N/A	N/A	N/A
Principal Variable Universal Life Income II (SF823-Principal Life)	<ol style="list-style-type: none"> 118% of first year premium received up to and including target premium. 51% of first year premium received up to and including target premium if the Surrender Value Enhancement Rider is attached to the policy. 5.9% of first year premium received above target premium. 	<ol style="list-style-type: none"> Policy years 2-4 <ol style="list-style-type: none"> 4.25% of premium received up to and including target premium. 21.25% of premium received up to and including target premium if the Surrender Value Enhancement Rider is attached to the policy. 4.25% of premium received above target premium. Policy year 5 <ol style="list-style-type: none"> 4.25% of premium received. Policy years 6-10 <ol style="list-style-type: none"> 0.255% of NPV. Policy years 11 and later <ol style="list-style-type: none"> 0.17% of NPV. 	<ol style="list-style-type: none"> 0.17% of NPV in years 6-10. 0.085% of NPV in years 11 and later. <p>Trails will be discontinued if the Life Paid-Up Rider is activated.</p> <p>One fourth of the annual trail rate is multiplied by the NPV on the last day of the policy quarter and paid quarterly. Trails are not paid on loan values or during any extended maturity.</p>	<p>If the policy is terminated in the first three policy years for any reason other than death of the insured, a portion of first year commissions (FYC) are charged back according to the following schedule. This applies only if a policy is issued with the Surrender Value Enhancement Rider.</p> <p>Policy year 1 = 100% FYC charged back Policy year 2 = 68% FYC charged back Policy year 3 = 38% FYC charged back</p>
Principal Variable Universal Life Income III (SN56-Principal National)	<ol style="list-style-type: none"> 118% of first year premium received up to and including target premium. 51% of first year premium received up to and including target premium if the Surrender Value Enhancement Rider is attached to the policy. 7.08% of first year premium received above target premium. 	<ol style="list-style-type: none"> Policy years 2-4 <ol style="list-style-type: none"> 3.4% of premium received up to and including target premium. 20.4% of premium received up to and including target premium if the Surrender Value Enhancement Rider is attached to the policy. 3.4% of premium received above the target premium. Policy years 5-15 <ol style="list-style-type: none"> 3.4% of premium received. 	N/A	<p>If the policy is terminated in the first three policy years for any reason other than death of the insured, a portion of first year commissions (FYC) are charged back according to the following schedule. This applies only if a policy is issued with the Surrender Value Enhancement Rider.</p> <p>Policy year 1 = 100% FYC charged back Policy year 2 = 68% FYC charged back Policy year 3 = 38% FYC charged back</p>

Product	First year commissions	Renewal commissions	Service fees	Commission chargebacks
Benefit Variable Universal Life II (SF851 – Principal Life) Retail — NY only	<ol style="list-style-type: none"> 118% of first year premium received up to and including target premium. 5.9% of first year premium received above target premium. 	<ol style="list-style-type: none"> Policy years 2-5 <ol style="list-style-type: none"> 4.25% of premium received. Policy years 6-10 <ol style="list-style-type: none"> 0.255% of NPV. Policy years 11 and later <ol style="list-style-type: none"> 0.085% of NPV. 	<ol style="list-style-type: none"> 0.17% of NPV in years 6-10. 0.085% of NPV in years 11 and later. <p>Trails will be discontinued if the Life Paid-Up Rider is activated.</p> <p>One fourth of the annual trail rate is multiplied by the NPV on the last day of the policy quarter and paid quarterly. Trails are not paid on loan values or during any extended maturity.</p>	N/A
Executive Variable Universal Life II with Modified Cash Surrender Value Rider (SF837 – Principal Life) “VUL-Business” Commission option 1	<ol style="list-style-type: none"> 24.8% of first year premium received up to and including target premium. 1.89% of first year premium received above target premium. 	<ol style="list-style-type: none"> Policy years 2-5 <ol style="list-style-type: none"> 7.65% of premium received up to and including target premium. 2.55% of premium received up to and including target premium. Policy years 6-10 <ol style="list-style-type: none"> 3.4% of premium received up to and including target premium. 0% of premium received above target premium. Policy years 6 and later <ol style="list-style-type: none"> 0.085% of NPV. 	<ol style="list-style-type: none"> 0.0425% of NPV in years 6 and later. <p>Trails will be discontinued if the Life Paid-Up Rider is activated.</p> <p>One fourth of the annual trail rate is multiplied by the NPV on the last day of the policy quarter and paid quarterly. Trails are not paid on loan values or during any extended maturity.</p>	<p>If the policy is terminated in the first three policy years for any reason other than death of the insured, a portion of first year commissions (FYC) are charged back according to the following schedule. This applies only if a policy is issued with the Surrender Value Enhancement Rider.</p> <p>Policy year 1 = 100% FYC charged back Policy year 2 = 68% FYC charged back Policy year 3 = 38% FYC charged back</p>
Executive Variable Universal Life II with Modified Cash Surrender Value Rider (SF837 – Principal Life) “VUL-Business” Commission option 2 This option is not available for policies involving 1035 exchange money.	<ol style="list-style-type: none"> 38.4% of first year premium received up to and including target premium. 1.89% of first year premium received above target premium. 	<ol style="list-style-type: none"> Policy years 2-5 <ol style="list-style-type: none"> 3.4% of premium received up to and including target premium. 2.55% of premium received up to and including target premium. Policy years 6-10 <ol style="list-style-type: none"> 3.4% of premium received up to and including target premium. 0% of premium received above target premium. Policy years 6 and later <ol style="list-style-type: none"> 0.085% of NPV. 	<ol style="list-style-type: none"> 0.0425% of NPV in years 6 and later. <p>Trails will be discontinued if the Life Paid-Up Rider is activated.</p> <p>One fourth of the annual trail rate is multiplied by the NPV on the last day of the policy quarter and paid quarterly. Trails are not paid on loan values or during any extended maturity.</p>	<p>If the policy is terminated in the first four policy years for any reason other than death of the insured, a portion of first year commissions (FYC) are charged back according to the following schedule.</p> <p>Policy year 1 = 100% FYC charged back Policy year 2 = 75% FYC charged back Policy year 3 = 50% FYC charged back Policy year 4 = 25% FYC charged back</p>

Product	First year commissions	Renewal commissions	Service fees	Commission chargebacks
<p>Benefit Variable Universal Life II (SF844 – Principal Life) COLI</p>	<ol style="list-style-type: none"> 1. 99.5% of first year premium received up to and including target premium. 2. 42.5% of first year premium received up to and including target premium if the Surrender Value Enhancement Rider is attached to the policy. 3. 4.96% of first year premium received above target premium. 	<ol style="list-style-type: none"> 1. Policy years 2-4 <ol style="list-style-type: none"> a. 4.25% of premium received. b. 21.25% of premium received up to and including target premium if the Surrender Value Enhancement Rider is attached to the policy. c. 4.25% of premium received above the target premium. 2. Policy year 5 <ol style="list-style-type: none"> a. 4.25% of premium received. 3. Policy years 6-10 <ol style="list-style-type: none"> a. 0.255% of NPV. 4. Policy years 11 and later <ol style="list-style-type: none"> a. 0.085% of NPV. 	<ol style="list-style-type: none"> 1. 0.17% of NPV in years 6-10. 2. 0.085% of NPV in years 11 and later. <p>Trails will be discontinued if the Life Paid-Up Rider is activated.</p> <p>One fourth of the annual trail rate is multiplied by the NPV on the last day of the policy quarter and paid quarterly. Trails are not paid on loan values or during any extended maturity.</p>	<p>If the policy is terminated in the first three policy years for any reason other than death of the insured, a portion of first year commissions (FYC) are charged back according to the following schedule. This applies only if a policy is issued with the Surrender Value Enhancement Rider.</p> <p>Policy year 1 = 100% FYC charged back Policy year 2 = 68% FYC charged back Policy year 3 = 38% FYC charged back</p>
<p>Executive Variable Universal Life II with Enhanced Cash Surrender Value Rider (SF837 – Principal Life) COLI</p> <p>Commission option 1</p> <p>Policies with a policy date of May 1, 2017, and after issued with the Supplemental Benefit Rider (SBR) have a premium band referred to as SBR target. It is defined as the difference between target premium for the policy if issued without SBR and the target premium for the policy issued with SBR.</p>	<ol style="list-style-type: none"> 1. 20.4% of first year premium received up to and including target premium. 2. 5.95% of first year premium received above target premium up to and including SBR target premium. 3. 1.7% of first year premium received above the sum of target premium and SBR target premium. 	<ol style="list-style-type: none"> 1. Policy years 2-5 <ol style="list-style-type: none"> a. 7.225% of premium received up to and including target premium. b. 2.975% of premium received above target premium up to and including SBR target premium. c. 2.55% of premium received above the target premium and SBR target premium. 2. Policy years 6-10 <ol style="list-style-type: none"> a. 2.55% of premium received up to and including target premium. b. 0% of premium received above target premium. 4. Policy years 6 and later <ol style="list-style-type: none"> a. 0.085% of NPV. 	<ol style="list-style-type: none"> 1. 0.0425% of NPV in years 6 and later. <p>Trails will be discontinued if the Life Paid-Up Rider is activated.</p> <p>One fourth of the annual trail rate is multiplied by the NPV on the last day of the policy quarter and paid quarterly. Trails are not paid on loan values or during any extended maturity.</p>	<p>If the policy is terminated in the first three policy years for any reason other than death of the insured, a portion of first year commissions (FYC) are charged back according to the following schedule. This applies only if a policy is issued with the Surrender Value Enhancement Rider.</p> <p>Policy year 1 = 100% FYC charged back Policy year 2 = 68% FYC charged back Policy year 3 = 38% FYC charged back</p>

Product	First year commissions	Renewal commissions	Service fees	Commission chargebacks
<p>Executive Variable Universal Life II with Enhanced Cash Surrender Value Rider (SF837 – Principal Life) COLI</p> <p>Commission option 2</p> <p>This option is not available for policies involving 1035 exchange money.</p>	<ol style="list-style-type: none"> 1. 32.3% of first year premium received up to and including target premium. 2. 1.7% of first year premium received above target premium. 	<ol style="list-style-type: none"> 1. Policy years 2-5 <ol style="list-style-type: none"> a. 3.4% of premium received up to and including target premium. b. 2.55% of premium received above target premium. 2. Policy years 6-10 <ol style="list-style-type: none"> a. 2.55% of premium received up to and including target premium. b. 0% of premium received above target premium. 3. Policy years 6 and later <ol style="list-style-type: none"> a. 0.085% of the NPV. 	<ol style="list-style-type: none"> 1. 0.0425% of NPV in years 6 and later. <p>Trails will be discontinued if the Life Paid-Up Rider is activated.</p> <p>One fourth of the annual trail rate is multiplied by the NPV on the last day of the policy quarter and paid quarterly. Trails are not paid on loan values or during any extended maturity.</p>	<p>If the policy is terminated in the first four policy years for any reason other than death of the insured, a portion of first year commissions (FYC) are charged back according to the following schedule.</p> <p>Policy year 1 = 100% FYC charged back Policy year 2 = 75% FYC charged back Policy year 3 = 50% FYC charged back Policy year 4 = 25% FYC charged back</p>
<p>Executive Variable Universal Life II with Enhanced Cash Surrender Value Rider (SF837 – Principal Life) COLI</p> <p>Commission option 3</p> <p>Policies with a policy date of May 1, 2017, and after issued with the Supplemental Benefit Rider (SBR) have a premium band referred to as SBR target. It is defined as the difference between target premium for the policy if issued without SBR and the target premium for the policy issued with SBR.</p>	<ol style="list-style-type: none"> 1. 9.35% of first year premium received up to and including target premium. 2. 6.8% of premium received above target premium up to and including SBR target premium. 3. 1.7% of first year premium received above the sum of target premium and SBR target premium. 	<ol style="list-style-type: none"> 1. Policy years 2-7 <ol style="list-style-type: none"> a. 9.35% of premium received up to and including target premium. b. 2.55% of premium received above target premium up to and including SBR target premium (years 2-5 only; 0% years 6-7). 2. Policy years 8-10 <ol style="list-style-type: none"> a. 2.55% of premium received up to and including target premium. b. 4.675% of premium received above target premium up to and including SBR target premium (years 2-5 only; 0% years 6-7). c. 2.55% of premium received above the sum of target premium and SBR target premium (years 2-5 only; 0% years 6-7). 3. Policy years 6 and later <ol style="list-style-type: none"> a. 0.085% of the NPV. 	<ol style="list-style-type: none"> 1. 0.0425% of NPV in years 6 and later. <p>Trails will be discontinued if the Life Paid-Up Rider is activated.</p> <p>One fourth of the annual trail rate is multiplied by the NPV on the last day of the policy quarter and paid quarterly. Trails are not paid on loan values or during any extended maturity.</p>	<p>If the policy is terminated in the first two policy years for any reason other than death of the insured, a portion of first year commissions (FYC) are charged back according to the following schedule.</p> <p>Policy year 1 = 100% FYC charged back Policy year 2 = 85% FYC charged back</p>

Product	First year commissions	Renewal commissions	Service fees	Commission chargebacks
Executive Variable Universal Life II with Modified Cash Surrender Value Rider (SF837 – Principal Life) COLI Commission option 1	1. 24.8% of first year premium received up to and including target premium. 2. 1.89% of first year premium received above target premium.	1. Policy years 2-5 a. 7.65% of premium received up to and including target premium. b. 2.55% of premium received above target premium. 2. Policy years 6-10 a. 3.4% of premium received up to and including target premium. b. 0% of premium received above target premium. 3. Policy years 6 and later a. 0.085% of the NPV.	1. 0.0425% of NPV in years 6 and later. Trails will be discontinued if the Life Paid-Up Rider is activated. One fourth of the annual trail rate is multiplied by the NPV on the last day of the policy quarter and paid quarterly. Trails are not paid on loan values or during any extended maturity.	If the policy is terminated in the first three policy years for any reason other than death of the insured, a portion of first year commissions (FYC) are charged back according to the following schedule. Policy year 1 = 100% FYC charged back Policy year 2 = 68% FYC charged back Policy year 3 = 38% FYC charged back
Executive Variable Universal Life II with Modified Cash Surrender Value Rider (SF837 – Principal Life) COLI Commission option 2 This option is not available for policies involving 1035 exchange money.	1. 38.4% of first year premium received up to and including target premium. 2. 1.89% of first year premium received above target premium.	1. Policy years 2-5 a. 3.4% of premium received up to and including target premium. b. 2.55% of premium received above target premium. 2. Policy years 6-10 a. 3.4% of premium received up to and including target premium. b. 0% of premium received above target premium. 3. Policy years 6 and later a. 0.085% of the NPV.	1. 0.0425% of NPV in years 6 and later. Trails will be discontinued if the Life Paid-Up Rider is activated. One fourth of the annual trail rate is multiplied by the NPV on the last day of the policy quarter and paid quarterly. Trails are not paid on loan values or during any extended maturity.	If the policy is terminated in the first four policy years for any reason other than death of the insured, a portion of first year commissions (FYC) are charged back according to the following schedule. Policy year 1 = 100% FYC charged back Policy year 2 = 75% FYC charged back Policy year 3 = 50% FYC charged back Policy year 4 = 25% FYC charged back

➤ This Compensation Schedule includes only products (with the exception of Adjustable Life) currently available for sale or which have been available for sale in the last 12 months. To determine the compensation on products not included in this schedule, please refer to prior schedules, or contact Marketer Services at **800.388.4793**. **For Adjustable Life, please see below.**

Adjustable Life

First year commissions*	Renewal commissions*** (apply to DD715, DD719 and DD727 contracts)	Renewal commissions*** (apply to DD714 contracts)	Service fees
<ol style="list-style-type: none"> 118% of first year premium received up to and including target premium.** 11.9% of first year premium received above target premium. 	<ol style="list-style-type: none"> Policy years 2-8 <ol style="list-style-type: none"> 10.2% of premium received.**** 	<ol style="list-style-type: none"> Policy years 2-4 <ol style="list-style-type: none"> 10.2% of premium received.**** Policy year 5-8 <ol style="list-style-type: none"> 8.5% of premium received.**** 	<ol style="list-style-type: none"> 3.4% of renewal premium for policy years 2 and later. No service fees on “unscheduled” single premium.

* 8.26% of any “unscheduled” single premium payment subject to a premium load for Adjustable Life 1-3.

* 7.08% of any “unscheduled” single premium payment subject to a premium load for Adjustable Life 4.

** 111% of first year premium for additional term insurance riders & child term insurance riders.

*** Renewal commissions will not be paid on “unscheduled” single premium payments.

**** Renewal commissions on premiums for additional term insurance riders are paid at the same rate as the basic policy.

Adjustable Life target tables

Adjustable Life 3 target table	
Issue age	Target premium
0 - 15	6
16 - 25	10
26 - 35	14
36 - 45	20
46 - 50	31
51 - 55	40
56 - 60	51
61 - 65	66
66 - 85	86

Adjustable Life 4 target table (M = male, F = female, U = unisex, S = smoker, NS = nonsmoker)						
Issue age	MNS	FNS	UNS	MS	FS	US
0 - 15	6	6	6	6	6	6
16 - 25	9	9	9	10	10	10
26 - 35	12	12	12	14	13	14
36 - 45	20	19	19	20	20	20
46 - 50	25	23	24	31	26	30
51 - 55	33	30	32	40	34	38
56 - 60	47	41	45	51	46	50
61 - 65	55	49	53	66	55	63
66 - 85	65	57	63	86	64	81

Adjustable Life increases and decreases

1. Each new premium increment to the Adjustable Life policy is treated separately for commission purposes as if it were written under a new policy.
2. We will compare the current annual mode equivalent of the base policy premium payment with the annual mode equivalent of each base policy premium paid since issue to determine the commissions payable to you, if any.
 - a. If the annual mode equivalent of the current base policy premium payment is greater than the largest annual mode equivalent paid since issue, first year commissions will be paid on the increase.
 - b. If the annual mode equivalent of the current base policy premium payment is greater than the annual mode equivalent of the immediately preceding payment, but less than the annual mode equivalent of the highest premium paid since issue, commissions on the premium increment will be resumed for the unexpired portion of the commission period.
 - c. If the annual mode equivalent of the current base policy payment is less than the annual mode equivalent of the immediately preceding payment, the premium decrease will be determined from the last premium increment or increments added to the policy, as necessary.
3. If a premium increase adjustment is made to an Adjustable Life policy that became paid-up due to natural terms of the policy, full first year commissions will be paid on that adjustment. If the Adjustable Life policy became paid-up due to use of the non-forfeiture provision in the contract, the lifetime look back will be followed.
4. Initial target premium is based on the age and face amount at issue. Target premium for subsequent adjustments is based on the age and face amount for each respective adjustment at the time of the adjustment. If there has been a decrease in face amount, a subsequent adjustment that increases the face amount will first reinstate the decrease at the effective age and target of that decrease. Any remaining amount will increase target premium at the age and target at the time of the adjustment. A decrease in face amount will reduce target premium based on the age and target of the most recent face increase.

5. If a Cost of Living or Increase Option rider is exercised on a paid-up policy, the commission payable will be 8.26% for AL3 and 7.08% for AL4.
6. Cost of Living or Increase Option rider increases are not paid after your contract with us terminates. Cost of Living or Increase Option rider increases will be paid to the servicing agent.
7. The same process will apply to premium for additional insurance riders.

Adjustable Life — other

Adjustments to AL1 and AL2 policies will pay according to the AL3 target premium scale above.

If an Adjustable Life policy is placed on waiver of disability and the premium is increased, first year commissions will be paid according to rules established by us.

Commissions will not be paid on premium charged for ratings above Class D rate for AL3. Commissions will not be paid for temporary or flat extra ratings on AL3 or AL4.

Compensation on increases

Universal Life, Universal Life II, Universal Life 3, Universal Life Accumulator, Survivorship Variable Universal Life, Principal Variable Universal Life Accumulator II, Principal Variable Universal Life Income, Universal Life Protector, Universal Life Protector II, Universal Life Protector III, Universal Life Protector IV, Universal Life Protector V, Executive Variable Universal Life, Benefit Variable Universal Life, Principal Variable Universal Life Income Plus, Survivorship Universal Life Protector, Survivorship Universal Life Protector II, Survivorship Universal Life Protector III, Principal Variable Universal Life Income II, Benefit Variable Universal Life II, Executive Variable Universal Life II, Executive Variable Universal Life III, Universal Life Flex, Principal Variable Universal Life Income III, Principal Variable Universal Life Income IV, Universal Life Flex II, Universal Life Flex III, Universal Life Accumulation II, Indexed Universal Life Flex, Indexed Universal Life Flex II, Indexed Universal Life Accumulation, Indexed Universal Life Accumulation II and Universal Life Provider Edge.

1. An increase will be defined as a face amount increase.
2. A first year target commission rate will be paid on premium received during the first 12 months following the date of a face amount increase that is greater than the premium level on which a first year target commission rate was previously paid. The maximum premium on which a first year target commission rate is paid will be the total target premium amount of the policy after a face amount increase has occurred.
3. Cost of living increases are not paid after your contract with us terminates. Cost of living increases will be paid to the servicing agent.

Increase riders

A. Increase Riders attached to Adjustable Life, Century, Universal Life, PrinFlex, Universal Life II, Universal Life 3, Universal Life Protector, Universal Life Accumulator, Universal Life Protector II, Universal Life Protector III, Universal Life Protector IV, Universal Life Protector V, Universal Life Flex, Universal Life Flex II, Universal Life Flex III, Universal Life Accumulation II, Indexed Universal Life Flex, Indexed Universal Life Flex II, Indexed Universal Life Accumulation, Indexed Universal Life Accumulation II, Universal Life Provider Edge, Principal Variable Universal Life Accumulator*, Principal Variable Universal Life Accumulator II*, Principal Variable Universal Life Income*, Principal Variable Universal Life Income Plus, Principal Variable Universal Life Income II, Principal Variable Universal Life Income III and Principal Variable Universal Life Income IV.

1. Commissions Payable on Increases resulting from the Salary Increase Rider, the Extra Protection Increase Rider** and the Extra Protection Salary Increase Rider**

2. When the rider is exercised, commissions will be paid on the increase in premium, subject to the regular commission rules for such increases, as follows:

Age of insured	Percent
Up to and including age 50	118
Age 51-54	106.2
Age 55-65	94.4

3. Regular renewal commissions and service fees will apply to all premiums resulting from these Riders.

* Does not apply to policies with Accounting Benefit Rider, Surrender Charge Adjustment Rider, Surrender Value Enhancement Rider, or any other similar riders.

** Extra Protection Increase Rider and Extra Protection Salary Increase Rider are/were only available on Adjustable Life and Century products.

General provisions

1. Principal Variable Universal Life Accumulator I and II, Universal Life II, Universal Life 3, Universal Life Protector, Universal Life Accumulator, Interest Sensitive Whole Life, Term 2002, Principal Variable Universal Life Income, Universal Life Protector II, Universal Life Protector III, Universal Life Protector IV, Universal Life Protector V, Principal Variable Universal Life Income Plus, Term 2006, Term 2014, Term 2017, Term 2020, Survivorship Universal Life Protector, Survivorship Universal Life Protector II, Survivorship Universal Life Protector III, Principal Variable Universal Life Income II, Universal Life Flex, Principal Variable Universal Life Income III, Universal Life Flex II, Universal Life Flex III, Universal Life Accumulation II, Indexed Universal Life Flex, Indexed Universal Life Flex II, Indexed Universal Life Accumulation, Indexed Universal Life Accumulation II and Universal Life Edge are not eligible for the Life Quality Business Bonus. Premiums for these policies are included for purposes of determining the Annual Premium In Force bracket under the Life Quality Business Bonus Plan but not for purposes of determining the Percent of Annual Premium In Force under the Life Quality Business Bonus Plan.
2. Premiums for Executive Variable Universal Life, Benefit Variable Universal Life, Executive Variable Universal Life II (includes VUL Business), Benefit Variable Universal Life II and Executive Variable Universal Life III are not included for any purpose under the Life Quality Business Bonus Plan.
3. Bonuses on Universal Life (SF163/164), Survivorship Universal Life, Survivorship Variable Universal Life, Flex Variable Life, PrinFlex Life and First-to-Die policies are calculated based on the actual amount of premium received in the current year up to the planned periodic or average premium, whichever is lower, but limited to target premium. Annual premium in force for these policies means the total premium received divided by the number of fractional policy years.
4. Premium from the replacement of our existing policies is not included for purposes of determining the Life Quality Business Bonus.
5. The Life Quality Business Bonus payments are made in January of the year following the year they were earned. Your contract must be in force at the time payments would otherwise be made.

Definitions

1. “**Qualified/qualification year**” means the calendar year in which a policy is dated or a premium increase is dated. All policies dated and premium increases dated in a qualification year will be grouped together to determine any bonus on that premium.
2. “**In force**” means policies whose premiums have been paid to the current date or, if unpaid, whose premium due date is no more than 53 days before the current date.
3. “**Policies**” means individual life insurance policies issued by Principal Life or Principal National during a qualification year that are written by you while under this contract or another contract with Principal Life or Principal National.
4. “**Policies dated**” or “**premium increases dated**” in a year means the effective date of the policy or for Adjustable Life only, the effective date of the premium increase. The policy date may be different from the premium increase date.

Qualification Requirements for the Life Quality Business Bonus

To qualify for the Life Quality Business Bonus, you must have:

1. A **minimum amount** of annual premium on policies dated or premium increases dated in a particular qualification year in force on December 28 of the calendar year, as set forth below in the Life Quality Business Bonus Tables L1-L3;
2. A **minimum percent** of annual premium still in force at the beginning of a calendar year on policies dated or premium increases dated in a particular qualification year that remains in force on December 28 of that same calendar year, as set forth below in the Life Quality Business Bonus Tables L1-L3; and
3. A **minimum of 75 percent** of annual premium in force on policies dated or premium increases dated in a particular qualification year at the time the First Payment is determined.

Life Quality Business Bonus payment

1. The Life Quality Business Bonus payment is a percent of the annual premium on policies dated or premium increases dated in a particular qualification year that is in force on December 28 of the calendar year. The percentage is determined by the amount of this in force annual premium and is set forth below in the Life Quality Business Bonus tables L1-L3.
2. Premium from policies dated or premium increases dated in a particular qualification year may generate bonus payments in each of the three calendar years following the qualification year.

The first payment is a percent of the annual premium on policies dated or premium increases dated in a particular qualification year that is in force on December 28 of the first calendar year following the qualification year (Year One). See Life Quality Business Bonus Table L1.

The second payment is a percent of the annual premium on policies dated or premium increases dated in a particular qualification year that is in force on December 28 of the second calendar year following the qualification year (Year Two). See Life Quality Business Bonus Table L2.

The third payment is a percent of the annual premium on policies dated or premium increases dated in a particular qualification year that is in force on December 28 of the third calendar year following the qualification year (Year Three). See Life Quality Business Bonus Table L3.

Amount of in force annual premium on policies or premium increases dated in a qualification year (\$)	Percent of in force annual premium on policies or premium increases dated in a qualification year		
	95.0 – 96.9	97.0 - 98.4	98.5 - 100
120,000 and up	3.25%	3.50%	3.75%
95,000 - 119,999	3.00	3.25	3.50
77,000 - 94,999	2.75	3.00	3.25
60,000 - 76,999	2.50	2.75	3.00
45,000 - 59,999	2.25	2.50	2.75

Table L2 — Year two

Amount of in force annual premium on policies or premium increases dated in a qualification year (\$)	Percent of in force annual premium on policies or premium increases dated in a qualification year			
	95.0 - 97.9	98.0 - 98.9	99.0 - 99.4	99.5 - 100
119,000 and up	3.25%	3.50%	3.75%	4.50%
94,000 - 118,999	3.00	3.25	3.50	4.00
76,000 - 93,999	2.75	3.00	3.25	3.50
59,000 - 75,999	2.50	2.75	3.00	3.25
44,000 - 58,999	2.25	2.50	2.75	3.00

Table L3 — Year three

Amount of in force annual premium on policies or premium increases dated in a qualification year (\$)	Percent of in force annual premium on policies or premium increases dated in a qualification year				
	97.0 - 97.9	98.0 - 98.4	98.5 - 98.9	99.0 - 99.4	99.5 - 100
118,000 and up	3.25%	3.50%	3.75%	4.50%	5.75%
93,000 - 117,999	3.00	3.25	3.50	4.00	4.50
75,000 - 92,999	2.75	3.00	3.25	3.50	3.75
58,000 - 74,999	2.50	2.75	3.00	3.25	3.50
43,000 - 57,999	2.25	2.50	2.75	3.00	3.25

Compensation for replacement of life insurance policies issued by Principal Life or Principal National

First year commission

If the replacing policy is other than Benefit Variable Universal Life II (COLI) or Executive Variable Universal Life II (includes VUL Business) is the sum of 1, 2 and 3.

1. A full first year commission rate will be applied to all new policy premium in excess of the replaced policy premium, up to and including target premium.
2. Commissions on the replaced policy premium will be paid as follows:

Type of internal replacement	Compensation rate* in first year commissions (FYCs)
Permanent to Permanent in first 4 policy years	Renewal commission of new product**
Permanent to Permanent in policy years 5 and later	20% of standard FYCs
Permanent to Term – Other in first 4 policy years	7.08% of commissionable premium
Term to Term – Other in first 4 policy years	7.08% of commissionable premium
Permanent to Term – Other in policy years 5 and later	20% of standard FYCs
Term to Permanent	100% of standard FYCs
Expired Term to Term – Other	100% of standard FYCs
All other Term to Term – Other	20% of standard FYCs

* On replaced policy premium up to and including target premium. Excess rate paid on replaced policy premium in excess of target premium.

** If replacing policy is Principal Variable Universal Life Income IV with Surrender Value Enhancement Rider, replacement commissions will be 4.72% of replaced policy premium. If replacing policy is Universal Life Accumulation II with Alternate Surrender Value Rider, replacement commissions will be 4.72% of replaced policy premium.

Definitions:

- “**Permanent**” – includes all life products available for sale which are not Term, Term-Other or Term ART products.
 - “**Term-Other**” – 10-year, 15-year, 20-year, and 30-year term policies.
 - “**Term ART**” – Annually Renewable Term.
 - “**Term**” – Term-Other, Term ART and any other product classified as Term.
 - “**Expired Term**” for Term-Other – expired if 10-year term in force 10 years or more; 15-year term in force 15 years or more; 20-year term in force 20 years or more and 30-year term in force 30 years or more.
 - “**Expired Term**” for Term ART – expired if in force 10 years or more.
3. Commissions on cash values conserved and transferred into the new policy will be paid as follows:
 - 2.36% on cash values transferred.

In situations where a policy loan is carried over to the new policy, we will not pay a commission on unscheduled premium paid for the purpose of carrying over the loan.

Renewal commissions

Renewal commissions and service fees are determined according to the applicable rates set forth above, except as otherwise provided. If the replacing policy is Principal Variable Universal Life Income IV with Surrender Value Enhancement Rider, the renewal commission in years 2-4 will be 3.4%, up to the replaced premium amount. If the replacing policy is Indexed Universal Life Accumulation II with Alternate Surrender Value Rider, the renewal commission in years 2-4 will be 3.4%, up to the replaced premium amount.

Commissions

If Executive Variable Universal Life III is the replacing policy:

1. A full first year commission rate will be applied to all new policy premium in excess of the replaced policy premium, up to and including target premium.
2. 5.1% up to and including target premium and 2.55% on excess premium for policy years 1-5 up to the replaced policy premium. No commission paid on cash values transferred to the new policy.

Premium

Premium from the replacement of our existing policies will not be included for purposes of determining the Life Quality Business Bonus.

Commissions

Commissions will not be paid when partial surrender amounts are used to fund premium increases or new business.

Special situations

For special situations defined by us involving replacement of life insurance policies, we reserve the right to further modify compensation payable on replacements outlined above.

Replaced premium

Replaced premium is determined by us.

Individual Disability Insurance products

Disability Insurance Quality Business Bonus

The rates for this bonus are not gross commission rates. Your compensation will be determined by the rates in this schedule. Your payout rate from your advisor grid will not be applied.

Series 700 Disability Insurance policies

First year commission

Occupational class	All products	Guaranteed Standard Issue program				Guaranteed to Issue program
	Policy year 1	Employer paid (Policy year 1)		Voluntary (Policy year 1)		Policy year 1
		20% or 25% discount	30% discount	20% and 25% discount	30% discount	
6A – 3A	118	106.2	82.6	94.4	70.8	106.2
2A – A	106.2					

Renewal commission

FYCs earned in year policies issued	Percent of premium		
	Policy years 2 – 5	Policy years 6 – 10	Policy years 11 and later*
0 – 11,799	8.5	8.5	5.1
11,800-23,599	17	11.9	5.1
23,600-35,399	20.4	17	5.1
35,400 and over	25.5	22.1	5.1

* Renewal commissions in policy years 11 and later are contingent upon \$11,800 of first year commissions earned on disability insurance policies issued in the prior calendar year. If you're retired and have \$125,000 of individual disability insurance premium in force at the time of your retirement, the first year commission contingency does not apply. You must notify us in writing of your retirement.

Service fees — no service fees.

First year commission

Occupational class	Percent of premium
	Policy year 1
5A – 3A	118
2A	94.4
A	82.6

For policies with the Premium Refund Option (PRO) Rider, the first year commission rate on premium received from the rider is 9.44%.

Service fees

- 3.4% of renewal premiums for policy years 2-10. For policy years 11 and later, 6.8% of renewal premiums. During the conditionally renewable period (age 65 through 75), 6.8% of renewal premiums regardless of the policy year.

Renewal commission

Occupational class	Percent of premium	
	Policy years 2 – 3	Policy years 4 and later*
5A – 4A	18.7	10.2
3A – A	13.6	10.2

Disability Insurance Premium Refund Option (PRO) Rider

- 3.4% of premium received for the rider during policy years 2-10. (Effective 11-01-2001, the PRO Rider was no longer available for new issue or to add through an adjustment to existing policies.)

Conditionally renewable

For issue ages 65 and older, first year commission rate of 6.8% of premium (HH750).

Policies that were issued after 05-19-2006 and renew under the Conditional Renewal provision receive a renewal commission rate of 6.8% of premium. The 6.8% renewal commission applies each year the policy is renewed.

Other

Each increase in premium increment is treated separately for commission purposes as if it were written under a new policy, except as otherwise noted.

Service fees are paid to the current servicing agent of record.

1. Servicing agent means the agent appointed by us and accepted by the policyowner as the servicing agent.
2. If the policyowner requests a change in the servicing agent or if we decide that a change would be in the best interests of the policyowner, service fees will be paid to the new servicing agent.
3. Service fees are not paid after your contract with us terminates.

Disability Insurance Quality Business Bonus plan

Only applies to DD713 and DD723 contracts or contract addenda

General provisions

1. The Disability Insurance Quality Business Bonus is paid in January of the year following the year(s) in which the bonus is earned. You must be actively appointed and contracted at the time the payment is calculated and issued, to be paid the bonus.
2. Premium from a replaced policy is not included in the total premium calculations for the year of the original policy; there is a negative impact to persistency for the original writing agent. The entire new policy premium is included in the total premium calculations for the year the new policy is written and counts toward persistency for the new writing agent.
3. Premium from the policy will no longer be included in the total premium calculations for determining the bonus if the policy is terminated on or after the insured's age 65 policy anniversary.
4. There will not be a negative impact to the Disability Insurance Quality Business Bonus calculations when a policyowner terminates his/her policy if the policy has been in-force for at least 8 years and the policyowner is age 59 or older at the time the policy is terminated.
5. Premium from the Disability Insurance Premium Refund Option Rider is not included for purposes of determining the Disability Insurance Quality Business Bonus.

Definitions

1. **“Qualification Year”** means the calendar year in which a policy is dated or a premium increase is dated. All policies dated and premium increases dated in a qualification year will be grouped together to determine any bonus on that premium.
2. **“In force”** means policies whose premiums have been paid to the current date or, if unpaid, whose premium due date is no more than 53 days before the current date.

3. **“Policies”** means individual disability insurance policies issued by Principal Life during a qualification year that are written by you while under this contract or under another contract with Principal Life.
4. **“Policies dated”** or **“premium increase dated”** in a year means the effective date of the policy or the premium increase. The policy date may be different from the premium increase date.

Qualification requirements for the Disability Insurance Quality Business Bonus

To qualify for the Disability Insurance Quality Business Bonus, you must have:

1. A **minimum amount of \$20,000** of annual premium on policies dated or premium increases dated in a particular qualification year in force on December 28 of a calendar year; and
2. A **minimum of 95 percent** of the annual premium in force at the beginning of a calendar year on policies dated or premium increases dated in a particular qualification year that remains in force on December 28 of that same calendar year. The minimum percentages are set forth below in the Disability Insurance Quality Business Bonus Tables.
3. A **minimum of 75 percent** of annual premium in force on policies dated or premium increases dated in a particular qualification year at the time the First Payment is determined.

Disability Insurance Quality Business Bonus payment

1. The Disability Insurance Quality Business Bonus payment is a percent of the annual premium on policies dated or premium increases dated in a particular qualification year that is in force on December 28 of the calendar year. The percentage is determined by the amount of this in force annual premium and is set forth below in the Disability Insurance Quality Business Bonus Tables.

- Premium from policies dated or premium increases dated in a particular qualification year may generate bonus payments in each of the nine calendar years following the qualification year.

The first payment is a percent of the annual premium on policies dated or premium increases dated in a particular qualification year that is in force on December 28 of the first calendar year following the qualification year (Year One).

The second through ninth payments are a percent of the annual premium on policies dated or premium increases dated in a particular qualification year that are still in force on December 28 of the second through ninth calendar years following the qualification year (Years Two - Nine).

Disability Insurance Quality Business Bonus table

Amount of in force premium on policies or premium increases dated in a qualification year	Disability Insurance Quality Business Bonus payment percent
\$20,000 - \$49,999	5%
\$50,000 and up	7%

Compensation for replacement of current Individual Disability Insurance policies

Full first year commissions, as set out in the Compensation Schedule for the applicable disability insurance policy series, will be paid solely on any premium above the original policy's premium.

Additional commissions are based on if you are the writing agent on the original policy or if you are replacing a policy you did not write originally.

- If you are the writing agent on the original policy, an additional 11.8% of the new policy's premium is paid.
- If you are not the writing agent on the original policy, an additional 23.6% of the new policy's premium is paid.

The sum of full first year commissions and additional commissions cannot exceed the standard first year commission on the new policy premium, as set out in the Compensation Schedule for the applicable disability insurance policy series.

Renewal commissions and service fees outlined in this Compensation Schedule are based on the issue date of the new policy and are paid on the entire premium received on the new policy.

For special situations defined by us, involving replacement of individual disability insurance policies, we reserve the right to further modify commissions payable on replacements as outlined above.

Individual Annuity products



General provisions

The commission rates set forth in this part of the Compensation Schedule for Annuity Products are gross commission rates. Your compensation is determined by multiplying the gross commission rate by the amount of premium received or contract account value and multiplying this amount by the payout rate from your advisor grid.

You must be a registered representative of Principal Securities, Inc. to offer or sell fixed annuities and indexed annuities. Products may not be available in all states.

Issue age and other product variations may apply.

Compensation is based on the commission rates in effect when premium payments are received.

Compensation paid at automatic renewal is based on commission rates in effect when the automatic renewal occurs. Products/guaranteed periods are subject to availability based on interest rate environment.

Compensation for annuities is based on the age of the older owner (for VA, or older annuitant). For the initial premium payment, compensation is based on the age on the date the application is signed. For subsequent premium payments, compensation is based on the age and commission rates in effect at the time the premium payment is received.

Compensation paid on annuity contract purchases due to divorce may vary based on whether the original contract was outside the surrender charge period and whether the spouse purchasing the new annuity contract was a joint owner on the original annuity contract. Compensation is determined on a non-discriminatory basis.

Servicing agent means the agent appointed by us and accepted by the contract owner as the servicing agent. If the contract owner requests a change in the servicing agent or if we decide that a change would be in the best interests of the contract owner, trail commission will be paid to the new servicing agent. Trail commission is not paid after your contract with us terminates.

If the client exercises the free look provision of the contract, 100% of the compensation will be charged back.

For products with an automatic renewal feature: If the client surrenders the contract following the automatic renewal and surrender charges are waived, 100% of the commission paid at automatic renewal will be charged back.

If an additional premium does not meet suitability guidelines or if forms are not submitted timely, all or a portion of the compensation associated with that transaction will be reversed.

Annuity section table of contents

Principal Preferred Series Annuity	28
Principal Select Series Annuity	32
Principal Secure Choice Indexed Annuity	34
Principal Lifetime Income Solutions II Variable Annuity	38
Principal Pivot Series Variable Annuity	42
Principal Variable Annuity/Principal Investment Plus Variable Annuity	48
Other internal exchanges	53
Principal Deferred Income Annuity	54
Principal Income Annuity and annuitization	55
Products no longer available for new sales	56

Principal Preferred Series Annuity – 3-year, 4-year, 5-year, 6-year and 7-year guarantee periods

Commissions on premium (for initial guarantee period)

Guarantee period	Percentage of premium				
	Premium ≤ \$2,000,000			Premium > \$2,000,000	
	Age through 80	Age 81 through 85	Age 86 and older	All ages and options	Contract years 2 and later annual trail commission*
Three-year					
Option A	1.50	1.00	0.75	0.75	0.00
Option B	1.35	0.85	0.60	0.60	0.10
Option C	1.20	0.70	0.50	0.50	0.20
Option D	0.90	0.45	0.25	0.25	0.40
Four-year					
Option A	2.50	1.65	1.25	1.25	0.00
Option B	2.30	1.45	1.05	1.05	0.10
Option C	2.10	1.25	0.90	0.90	0.20
Option D	1.65	0.90	0.65	0.65	0.40
Five-year					
Option A	3.00	2.00	1.50	1.50	0.00
Option B	2.80	1.80	1.30	1.30	0.10
Option C	2.50	1.50	1.10	1.10	0.20
Option D	1.90	1.05	0.80	0.80	0.40
Six-year					
Option A	3.50	2.30	1.75	1.75	0.00
Option B	3.20	2.00	1.50	1.50	0.10
Option C	2.85	1.75	1.30	1.30	0.20
Option D	2.15	1.25	1.00	1.00	0.40
Seven-year					
Option A	4.00	2.65	2.00	2.00	0.00
Option B	3.60	2.30	1.75	1.75	0.10
Option C	3.25	2.00	1.50	1.50	0.20
Option D	2.45	1.50	1.20	1.20	0.40

* One fourth of the annual trail commission is multiplied by the total Principal Preferred Series Fixed Annuity account value on the last day of the contract quarter and paid quarterly beginning at the end of the fifth contract quarter. The trail commission is paid to the current servicing agent of record.

Commissions on automatic renewal (for subsequent guarantee periods where surrender charges restart)

Guarantee period	Percentage of account value				
	Account value ≤ \$2,000,000			Account value > \$2,000,000	Contract years 2 and later annual trail commission*
	Age through 80	Age 81 through 85	Age 86 and older	All ages and options	
Three-year					
Option A	1.50	1.00	0.75	0.75	0.00
Option B	1.35	0.85	0.60	0.60	0.10
Option C	1.20	0.70	0.50	0.50	0.20
Option D	0.90	0.45	0.25	0.25	0.40
Four-year					
Option A	2.50	1.65	1.25	1.25	0.00
Option B	2.30	1.45	1.05	1.05	0.10
Option C	2.10	1.25	0.90	0.90	0.20
Option D	1.65	0.90	0.65	0.65	0.40
Five-year					
Option A	3.00	2.00	1.50	1.50	0.00
Option B	2.80	1.80	1.30	1.30	0.10
Option C	2.50	1.50	1.10	1.10	0.20
Option D	1.90	1.05	0.80	0.80	0.40
Six-year					
Option A	3.50	2.30	1.75	1.75	0.00
Option B	3.20	2.00	1.50	1.50	0.10
Option C	2.85	1.75	1.30	1.30	0.20
Option D	2.15	1.25	1.00	1.00	0.40
Seven-year					
Option A	4.00	2.65	2.00	2.00	0.00
Option B	3.60	2.30	1.75	1.75	0.10
Option C	3.25	2.00	1.50	1.50	0.20
Option D	2.45	1.50	1.20	1.20	0.40

* One fourth of the annual trail commission is multiplied by the total Principal Preferred Series Fixed Annuity account value on the last day of the contract quarter and paid quarterly beginning at the end of the fifth contract quarter. The trail commission is paid to the current servicing agent of record.

Note: "Account value" refers to the accumulated value at the time the contract automatically renews. Commission paid on the automatic renewal will be based on that amount.

Note: This commission is also paid at re-up if surrender charges restart. The commission is based on the re-up guarantee period selected and is based on the commission rates and age at the time of re-up. The commission option is elected at contract issue and is set for the life of the contract. If a trail option is elected, the trails on the re-up guarantee period will not begin until the second contract year of the re-up guarantee period and will end at the end of the surrender charge period for that guarantee period. Re-up commission and trails are not paid on contracts renewed into a 1-year guarantee period (in which surrender charges do not restart). Re-up commission and trails are also not paid for contracts issued in the state of Florida following the initial guarantee period.

Commissions on internal exchanges from one of the following to Principal Preferred Series Annuity Fixed Annuity:

1. An annuity contract
2. A life policy issued in the last 10 years

Contracts with an application signature date of 03-31-2019 or later**

Guarantee period	Premium ≤ \$2,000,000			Premium > \$2,000,000	Contract years 2 and later annual trail commission*
	Age through 80	Age 81 through 85	Age 86 and older	All ages and options	
Three-year					
Option A	1.50	1.00	0.75	0.75	0.00
Option B	1.35	0.85	0.60	0.60	0.10
Option C	1.20	0.70	0.50	0.50	0.20
Option D	0.90	0.45	0.25	0.25	0.40
Four-year					
Option A	2.50	1.65	1.25	1.25	0.00
Option B	2.30	1.45	1.05	1.05	0.10
Option C	2.10	1.25	0.90	0.90	0.20
Option D	1.65	0.90	0.65	0.65	0.40
Five-year					
Option A	3.00	2.00	1.50	1.50	0.00
Option B	2.80	1.80	1.30	1.30	0.10
Option C	2.50	1.50	1.10	1.10	0.20
Option D	1.90	1.05	0.80	0.80	0.40
Six-year					
Option A	3.50	2.30	1.75	1.75	0.00
Option B	3.20	2.00	1.50	1.50	0.10
Option C	2.85	1.75	1.30	1.30	0.20
Option D	2.15	1.25	1.00	1.00	0.40
Seven-year					
Option A	4.00	2.65	2.00	2.00	0.00
Option B	3.60	2.30	1.75	1.75	0.10
Option C	3.25	2.00	1.50	1.50	0.20
Option D	2.45	1.50	1.20	1.20	0.40

Note: The movement of funds from an annuity contract to a mutual fund account and back to an annuity contract will be considered replacement and will result in internal exchange compensation.

* One fourth of the annual trail commission is multiplied by the total Principal Preferred Series Fixed Annuity account value on the last day of the contract quarter and paid quarterly beginning at the end of the fifth contract quarter. The trail commission is paid to the current servicing agent of record.

** For applications signed prior to March 31, 2019 commission is reduced. See prior commission schedule for commission percentages.

Full or partial surrenders

In the event of a full or partial surrender of the contracts for any reason (except death) within the first 12 months they are in force and following an automatic renewal (where surrender charges restart), commissions on surrenders in excess of the contractual free withdrawal privilege will be charged back as described below, and will be reimbursed to us by you. Surrenders are taken from premium on a last-in first-out basis. If the contracts are surrendered in years 2 and later, there is no commission charge back.

The charge back rates are:

Month(s)	Percentage
1	100
2	100
3	100
4	90
5	80
6	70
7	60
8	50
9	40
10	30
11	20
12	10

Commission charge back for contracts annuitized during the first 12 months

If annuitization occurs in the first 12 months the contract is in force, commission will be charged back for the amount of commission paid on the Principal Preferred Series Annuity that exceeded what would have been paid on the annuitization.

Principal Select Series Annuity (PSSAEN) –

3-year, 4-year, 6-year and 9-year guarantee periods

Only applies to contracts without the automatic renewal provision issued after August 2007. See “Products no longer available for new sales” section for contracts with an automatic renewal provision.

Commissions on premium

Percentage of premium

Guarantee period	Premium ≤ \$2,000,000		Premium > \$2,000,000
	Issue age through 79	Issue age 80 through 85	Issue age through 85
Three-year*	1.50	1.00	0.75
Four-year**	2.50	1.65	1.25
Six-year**	3.50	2.30	1.75
Nine-year**	4.00	2.00	2.00

* Commissions are only paid at time of contract issue and are not paid at time of automatic renewal. Only contracts issued prior to August 2007 are eligible for automatic renewal.

** Not eligible for automatic renewal.

Commissions on internal exchanges from one of the following to Principal Select Series Annuity:

1. An annuity contract
2. A life policy issued in the last 10 years

Contracts with an application signature date of 03-31-2019 or later**

Percentage of premium

Guarantee period	Premium ≤ \$2,000,000		Premium > \$2,000,000
	Issue age through 79	Issue age 80 through 85	Issue age through 85
Three-year*	1.50	1.00	0.75
Four-year**	2.50	1.65	1.25
Six-year**	3.50	2.30	1.75
Nine-year**	4.00	2.00	2.00

Note: The movement of funds from an annuity contract to a mutual fund account and back to an annuity contract will be considered replacement and will result in internal exchange compensation.

** For applications signed prior to March 31, 2019 commission is reduced. See prior commission schedule for commission percentages.

Full or partial surrenders

In the event of a full or partial surrender of the contracts for any reason (except death) within the first 12 months they are in force and following an automatic renewal (where surrender charges restart), commissions on surrenders in excess of the contractual free withdrawal privilege will be charged back as described below, and will be reimbursed to us by you. Surrenders are taken from premium on a last-in first-out basis. If the contracts are surrendered in years 2 and later, there is no commission charge back.

The charge back rates are:

Month(s)	Percentage
1	100
2	100
3	100
4	90
5	80
6	70
7	60
8	50
9	40
10	30
11	20
12	10

Commission charge back for contracts annuitized during the first 12 months

If annuitization occurs in the first 12 months the contract is in force, commission will be charged back for the amount of commission paid on the Principal Select Series Annuity that exceeded what would have been paid on the annuitization.

Principal Secure Choice Indexed Annuity – Indexed Annuity

Commissions on premium (initial surrender charge period)

Percentage of premium

Surrender charge period	Premium ≤ \$2,000,000		Premium > \$2,000,000	Contract years 2 and later annual trail commission*
	Age through 75	Age 76 through 85	All ages	
Four-year				
Option A	2.75	1.85	1.85	0.00
Option B	2.55	1.65	1.65	0.10
Option C	2.30	1.45	1.45	0.20
Option D	1.85	1.05	1.05	0.40
Five-year				
Option A	3.25	2.15	2.15	0.00
Option B	2.95	1.90	1.90	0.10
Option C	2.65	1.65	1.65	0.20
Option D	2.10	1.20	1.20	0.40
Six-year				
Option A	4.00	2.65	2.65	0.00
Option B	3.70	2.35	2.35	0.10
Option C	3.30	2.10	2.10	0.20
Option D	2.65	1.50	1.50	0.40
Seven-year				
Option A	4.50	3.00	3.00	0.00
Option B	4.15	2.70	2.70	0.10
Option C	3.70	2.35	2.35	0.20
Option D	2.95	1.75	1.75	0.40

* One fourth of the annual trail commission is multiplied by the total Principal Secure Choice Indexed Annuity account value on the last day of the contract quarter and paid quarterly beginning at the end of the fifth contract quarter. The trail commission is paid to the current servicing agent of record.

Commissions on automatic renewal (for subsequent surrender charge periods where surrender charges restart)

Percentage of account value

Surrender charge period	Account value ≤ \$2,000,000		Account value > \$2,000,000	Contract years 2 and later annual trail commission*
	Age through 75	Age 76 through 85	All ages	
Four-year				
Option A	2.75	1.85	1.85	0.00
Option B	2.55	1.65	1.65	0.10
Option C	2.30	1.45	1.45	0.20
Option D	1.85	1.05	1.05	0.40
Five-year				
Option A	3.25	2.15	2.15	0.00
Option B	2.95	1.90	1.90	0.10
Option C	2.65	1.65	1.65	0.20
Option D	2.10	1.20	1.20	0.40
Six-year				
Option A	4.00	2.65	2.65	0.00
Option B	3.70	2.35	2.35	0.10
Option C	3.30	2.10	2.10	0.20
Option D	2.65	1.50	1.50	0.40
Seven-year				
Option A	4.50	3.00	3.00	0.00
Option B	4.15	2.70	2.70	0.10
Option C	3.70	2.35	2.35	0.20
Option D	2.95	1.75	1.75	0.40

* One fourth of the annual trail commission is multiplied by the total Principal Preferred Series Fixed Annuity account value on the last day of the contract quarter and paid quarterly beginning at the end of the fifth contract quarter. The trail commission is paid to the current servicing agent of record.

Note: “Account value” refers to the accumulated value at the time the contract automatically renews. Commission paid on the automatic renewal will be based on that amount.

Note: This commission is also paid at renewal if surrender charges restart. The commission is based on the renewal surrender charge period selected and is based on the commission rates and age at the time of renewal. The commission option is elected at contract issue and is set for the life of the contract. If a trail option is elected, the trails on the re-up surrender charge period will not begin until the second contract year of the renewal surrender charge period and will end at the end of that surrender charge period. Renewal commission and trails are not paid on contracts renewed into a 1-year guarantee period (in which surrender charges do not restart). Renewal commission and trails are also not paid for contracts issued in the states of Florida and Delaware following the initial surrender charge period.

Commissions on internal exchanges from one of the following to Principal Secure Choice Indexed Annuity:

- An annuity contract
- A life policy issued in the last 10 years

Contracts with an application signature date of 03-31-2019 or later**

Percentage of premium

Surrender charge period	Premium ≤ \$2,000,000		Premium > \$2,000,000	Contract years 2 and later annual trail commission*
	Age through 75	Age 76 through 85	All ages	
Four-year				
Option A	2.75	1.85	1.85	0.00
Option B	2.55	1.65	1.65	0.10
Option C	2.30	1.45	1.45	0.20
Option D	1.85	1.05	1.05	0.40
Five-year				
Option A	3.25	2.15	2.15	0.00
Option B	2.95	1.90	1.90	0.10
Option C	2.65	1.65	1.65	0.20
Option D	2.10	1.20	1.20	0.40
Six-year				
Option A	4.00	2.65	2.65	0.00
Option B	3.70	2.35	2.35	0.10
Option C	3.30	2.10	2.10	0.20
Option D	2.65	1.50	1.50	0.40
Seven-year				
Option A	4.50	3.00	3.00	0.00
Option B	4.15	2.70	2.70	0.10
Option C	3.70	2.35	2.35	0.20
Option D	2.95	1.75	1.75	0.40

Note: The movement of funds from an annuity contract to a mutual fund account and back to an annuity contract will be considered replacement and will result in internal exchange compensation.

* One fourth of the annual trail commission is multiplied by the total Principal Secure Choice Indexed Annuity account value on the last day of the contract quarter and paid quarterly beginning at the end of the fifth contract quarter. The trail commission is paid to the current servicing agent of record.

** For applications signed prior to March 31, 2019 commission is reduced. See prior commission schedule for commission percentages.

Full or partial surrenders

In the event of a full or partial surrender of the contracts for any reason (except death) within the first 12 months they are in force and following an automatic renewal (where surrender charges restart), commissions on surrenders in excess of the contractual free withdrawal privilege will be charged back as described below, and will be reimbursed to us by you. Surrenders are taken from premium on a last-in first-out basis. If the contracts are surrendered in years 2 and later, there is no commission charge back.

The charge back rates are:

Month(s)	Percentage
1	100
2	100
3	100
4	90
5	80
6	70
7	60
8	50
9	40
10	30
11	20
12	10

Commission charge back for contracts annuitized during the first 12 months

If annuitization occurs in the first 12 months the contract is in force, commission will be charged back for the amount of commission paid on the Principal Secure Choice Indexed Annuity that exceeded what would have been paid on the annuitization.

Principal Lifetime Solutions II Variable Annuity (PLIS II)

Commissions on premium (non-internal exchange premium)

	Premium ≤ \$2,000,000			Premium > \$2,000,000	
	New premium commission age through 80	New premium commission age 81 and older	Contract years 2 and later annual trail commission	New premium commission all ages	Contract years 2 and later annual trail commission
Option A	7.00	3.75	0.00	3.50	0.00
Option B	5.50	2.75	0.25	2.75	0.25
Option C	4.25	2.00	0.50	2.125	0.50
Option D	1.00	0.75	1.00	0.50	1.00

New Premium Commission rates are a percentage of premium and are applicable for the initial premium payment and additional premium payments.

Premium over \$2,000,000 is subject to home office approval. Commission is based on cumulative premium payments since contract issue.

For Options B, C and D, in contract years 2 and later, one fourth of the annual trail commission is multiplied by the total account value of the annuity on the last day of the contract quarter and paid quarterly beginning at the end of the 5th contract quarter. The trail commission is paid to the current servicing agent of record.

Note: Reduced commission applies for internal exchanges (see Internal Exchange section below).

Commissions on internal exchanges from one of the following to PLIS II (except for contracts eligible for VA Exchange Offer or GMWB Exchange Offer. For VA Exchange Offer and GMWB Exchange Offer refer to below):

1. An annuity contract
2. A life policy issued in the last 10 years

	Premium ≤ \$2,000,000			Premium > \$2,000,000	
	New premium commission age through 80	New premium commission age 81 and older	Contract years 2 and later annual trail commission	New premium commission all ages	Contract years 2 and later annual trail commission
Option A	3.50	1.875	0.00	1.75	0.00
Option B	2.00	1.00	0.25	1.00	0.25
Option C	0.50	0.375	0.50	0.25	0.50

Note: The movement of funds from an annuity contract to a mutual fund account and back to an annuity contract will be considered replacement and will result in internal exchange compensation.

Note: For additional premiums to contracts with Option D, no upfront commission will be paid (i.e. only trails will apply).

New Premium Commission rates are a percentage of premium and are applicable for the initial premium payment and additional premium payments.

Premium over \$2,000,000 is subject to home office approval. Commission is based on cumulative premium payments since contract issue.

For Options B, C, and D in contract years 2 and later, one fourth of the annual trail commission is multiplied by the total account value of the annuity on the last day of the contract quarter and paid quarterly beginning at the end of the 5th contract quarter. The trail commission is paid to the current servicing agent of record.

VA Exchange Offer and GMWB Exchange Offer

- Commissions on initial premium for internal exchanges from a FVA contract (outside the surrender charge period) to a PLIS II contract, as part of the VA Exchange Offer* or from an IPVA contract (outside the surrender charge period) to a PLIS II contract, as part of the GMWB Exchange Offer* (the whole contract must be exchanged):

Note: On the PLIS II contract, the same commission option selected for the original FVA or IPVA contract applies. Selecting a different option is not allowed.

	Premium ≤ \$2,000,000			Premium > \$2,000,000	
	New premium commission age through 80	New premium commission age 81 and older	Contract years 2 and later annual trail commission	New premium commission all ages	Contract years 2 and later annual trail commission
Option A	1.45	1.45	0.30	1.45	0.30
Option B	1.45	1.45	0.40	1.45	0.40
Option C	1.45	1.45	0.60	1.45	0.60

* Certain requirements must be met for a contract to be eligible for the VA Exchange Offer or GMWB Exchange Offer. See the VA prospectus for details on eligibility.

New Premium Commission rates are a percentage of premium and are applicable for the initial premium payment.

New Premium Commission rates are a percentage of premium and are applicable for the initial premium payment.

Premium over \$2,000,000 is subject to home office approval. Commission is based on cumulative premium payments since contract issue.

For Options B and C, in contract years 2 and later, one fourth of the annual trail commission is multiplied by the total account value of the annuity on the last day of the contract quarter and paid quarterly beginning at the end of the 5th contract quarter. The trail commission is paid to the current servicing agent of record.

- Commissions on additional premium not exchanged from another Principal annuity:

	Premium ≤ \$2,000,000			Premium > \$2,000,000	
	New premium commission age through 80	New premium commission age 81 and older	Contract years 2 and later annual trail commission	New premium commission all ages	Contract years 2 and later annual trail commission
Option A	5.25	2.625	0.30	2.625	0.30
Option B	4.50	2.25	0.40	2.25	0.40
Option C	3.50	1.75	0.60	1.75	0.60

New Premium Commission rates are a percentage of premium and are applicable for additional premium payments.

Premium over \$2,000,000 is subject to home office approval. Commission is based on cumulative premium payments since contract issue.

For Options B and C, in contract years 2 and later, one fourth of the annual trail commission is multiplied by the total account value of the annuity on the last day of the contract quarter and paid quarterly beginning at the end of the 5th contract quarter. The trail commission is paid to the current servicing agent of record.

3. Commissions on additional premium from one of the following to a PLIS II VA Exchange Offer or GMWB Exchange Offer contract:
 - a. A Principal annuity contract
 - b. A Principal life policy issued in the last 10 years

	Premium ≤ \$2,000,000			Premium > \$2,000,000	
	New premium commission age through 80	New premium commission age 81 and older	Contract years 2 and later annual trail commission	New premium commission all ages	Contract years 2 and later annual trail commission
Option A	1.75	0.875	0.30	0.875	0.30
Option B	1.00	0.50	0.40	0.50	0.40
Option C	0.00	0.00	0.60	0.00	0.60

Note: The movement of funds from an annuity contract to a mutual fund account and back to an annuity contract will be considered replacement and will result in internal exchange compensation.

New Premium Commission rates are a percentage of premium and are applicable for additional premium payments.

Premium over \$2,000,000 is subject to home office approval. Commission is based on cumulative premium payments since contract issue.

For Options B and C, in contract years 2 and later, one fourth of the annual trail commission is multiplied by the total account value of the annuity on the last day of the contract quarter and paid quarterly beginning at the end of the 5th contract quarter. The trail commission is paid to the current servicing agent of record.

Chargeback on full or partial surrenders (except for internal exchanges under the VA Exchange Offer and GMWB Exchange Offer)

In the event of a full or partial surrender of the contracts for any reason (except death) within the first 12 months they are in force, commissions on surrenders in excess of the contractual free withdrawal privilege will be charged back as described below, and will be reimbursed to us by you.

The charge back rates are:

Month(s)	Percentage	Month(s)	Percentage
1	100	7	60
2	100	8	50
3	100	9	40
4	90	10	30
5	80	11	20
6	70	12	10

PLIS II surrenders are taken from premium on a first-in first-out basis.

If PLIS II is surrendered in years 2-7, there is no commission charge back on any premium paid up to and including the contractual premium limitations.

If PLIS II is fully or partially surrendered in years 8 and later, any commissions paid in the 12 months prior to surrender on any premium paid up to and including the contractual premium limitations will be charged back up to the amount surrendered, less the contractual free withdrawal privilege, less any applicable surrender charge.

If PLIS II is fully or partially surrendered, we reserve the right to charge back any commissions paid in the 3 years prior to surrender on any premium paid in excess of the contractual premium limitations up to the amount surrendered, less the contractual free withdrawal privilege, less any applicable surrender charge.

Chargeback on full or partial surrenders — VA Exchange Offer and GMWB Exchange Offer

In the event of a full or partial surrender of the contracts for any reason (except death) within the first 36 months they are in force, commissions on surrenders in excess of 10% of premium payments will be charged back as described below, and will be reimbursed to us by you.

The charge back rates are:

Month(s)	Percentage
1 - 24	100
25 - 36	75

Principal Pivot Series Variable Annuity

Commissions on premium (non-internal exchange premium)

Contracts with an application signature date of 05-01-2018 or later

	Premium ≤ \$2,000,000				Premium > \$2,000,000		
	New premium commission age through 80	New premium commission age 81 and older	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission	New premium commission all ages	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission
Option A	5.25	3.25	0.00	0.00	2.625	0.00	0.00
Option B	4.00	2.25	0.25	0.25	2.00	0.25	0.25
Option C	3.00	1.50	0.50	0.50	1.50	0.50	0.50
Option D	0.70	0.70	0.70	0.70	0.35	0.70	0.70

New Premium Commission rates are a percentage of premium and are applicable for the initial premium payment and additional premium payments.

Premium over \$2,000,000 is subject to home office approval. Commission is based on cumulative premium payments since contract issue.

For Options B,C and D, in contract years 2 and later, one fourth of the annual trail commission is multiplied by the total account value of the annuity on the last day of the contract quarter and paid quarterly beginning at the end of the 5th contract quarter. The trail commission is paid to the current servicing agent of record.

Note: Reduced commission applies for internal exchanges (see Internal Exchange on next page).

Additional premium for contracts without Liquidity Max issued between 04-06-2017 — 4-30-2018

	Premium ≤ \$2,000,000				Premium > \$2,000,000		
	New premium commission age through 75	New premium commission age 76 and older	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission	New premium commission all ages	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission
Option A	5.25	3.938	0.00	0.00	2.625	0.00	0.00
Option B	4.00	3.00	0.25	0.25	2.00	0.25	0.25
Option C	3.00	1.50	0.50	0.50	1.50	0.50	0.50
Option D	0.90	0.675	0.90	0.90	0.45	0.90	0.90

Additional premium for contracts without Liquidity Max issued 01-01-2017 and later with an application signature date prior to 04-06-2017

	Premium ≤ \$2,000,000				Premium > \$2,000,000		
	New premium commission age through 75	New premium commission age 76 and older	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission	New premium commission all ages	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission
Option A	6.50	4.875	0.00	0.00	3.25	0.00	0.00
Option B	5.00	3.75	0.25	0.25	2.50	0.25	0.25
Option C	3.50	2.625	0.50	0.50	1.75	0.50	0.50

Additional premium for contracts with Liquidity Max issued prior to 01-01-2017

	Premium ≤ \$2,000,000				Premium > \$2,000,000		
	New premium commission age through 75	New premium commission age 76 and older	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission	New premium commission all ages	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission
Option A	6.50	4.875	0.00	0.20	3.25	0.00	0.20
Option B	5.00	3.75	0.10	0.30	2.50	0.10	0.30
Option C	3.00	2.25	0.30	0.50	1.50	0.30	0.50

New Premium Commission rates are a percentage of premium and are applicable for the initial premium payment and additional premium payments.

Premium over \$2,000,000 is subject to home office approval. Commission is based on cumulative premium payments since contract issue. For Options B and C, in contract years 2 and later, one fourth of the annual trail commission is multiplied by the total account value of the annuity on the last day of the contract quarter and paid quarterly beginning at the end of the 5th contract quarter. The trail commission is paid to the current servicing agent of record.

Note: Reduced commission applies for internal exchanges (see Internal Exchange section on next page).

Additional premium for contracts with Liquidity Max issued 01-01-2017 and later with an application signature date prior to 04-06-2017

Premium ≤ \$2,000,000	Premium > \$2,000,000	
Contract year 1 new premium commission all ages	Contract year 1 new premium commission all ages	Contract years 2 and later annual trail commission
1.25	1.00	1.00

Additional premium for contracts with Liquidity Max issued prior to 01-01-2017

Premium ≤ \$2,000,000	Premium > \$2,000,000	
Contract year 1 new premium commission all ages	Contract year 1 new premium commission all ages	Contract years 2 and later annual trail commission
1.25	1.00	0.75

Premium applied to the contract in contract years 2 and later will not receive the new premium commission.

New Premium Commission rates are a percentage of premium and are applicable for the initial premium payment and additional premium payments.

Premium over \$2,000,000 is subject to home office approval. Commission is based on cumulative premium payments since contract issue.

In contract years 2 and later, one fourth of the annual trail commission is multiplied by the total account value of the annuity on the last day of the contract quarter and paid quarterly beginning at the end of the 5th contract quarter. The trail commission is paid to the current servicing agent of record.

Commissions on internal exchanges from one of the following to Principal Pivot Series:

1. An annuity contract
2. A life policy issued in the last 10 years

Contracts with an application signature date of 05-01-2018 or later

	Premium ≤ \$2,000,000				Premium > \$2,000,000		
	New premium commission age through 80	New premium commission age 81 and older	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission	New premium commission all ages	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission
Option A	2.625	1.625	0.00	0.00	1.313	0.00	0.00
Option B	1.50	0.75	0.25	0.25	0.75	0.25	0.25
Option C	0.00	0.00	0.50	0.50	0.00	0.50	0.50

Note: For additional premiums to contracts with Option D, no upfront commission will be paid (i.e. only trails will apply).

For Options B, C and D in contract years 2 and later, one fourth of the annual trail commission is multiplied by the total account value of the annuity on the last day of the contract quarter and paid quarterly beginning at the end of the 5th contract quarter. The trail commission is paid to the current servicing agent of record.

Contracts with an application signature date of 04-06-2017 through 04-30-2018

	Premium ≤ \$2,000,000				Premium > \$2,000,000		
	New premium commission age through 75	New premium commission age 76 and older	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission	New premium commission all ages	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission
Option A	2.625	1.969	0.00	0.00	1.313	0.00	0.00
Option B	1.50	1.125	0.25	0.25	0.75	0.25	0.25
Option C	0.00	0.00	0.50	0.50	0.00	0.50	0.50

Note: For additional premiums to contracts with Option D, no upfront commission will be paid (i.e. only trails will apply).

For Options B, C and D in contract years 2 and later, one fourth of the annual trail commission is multiplied by the total account value of the annuity on the last day of the contract quarter and paid quarterly beginning at the end of the 5th contract quarter. The trail commission is paid to the current servicing agent of record.

Additional premium for contracts without Liquidity Max issued 01-01-2017 and later with an application signature date prior to 04-06-2017

Premium ≤ \$2,000,000				Premium > \$2,000,000		
New premium commission age through 75	New premium commission age 76 and older	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission	New premium commission all ages	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission
3.25	2.438	0.00	0.00	1.625	0.00	0.00

Note: The movement of funds from an annuity contract to a mutual fund account and back to an annuity contract will be considered replacement and will result in internal exchange compensation.

New Premium Commission rates are a percentage of premium and are applicable for the initial premium payment and additional premium payments.

Premium over \$2,000,000 is subject to home office approval. Commission is based on cumulative premium payments since contract issue.

Additional premium for contracts with Liquidity Max issued 01-01-2017 and later with an application signature date prior to 04-06-2017

Premium ≤ \$2,000,000	Premium > \$2,000,000	
Contract year 1 new premium commission all ages	Contract year 1 new premium commission all ages	Contract years 2 and later annual trail commission
0.625	0.50	0.50

Note: The movement of funds from an annuity contract to a mutual fund account and back to an annuity contract will be considered replacement and will result in internal exchange compensation.

Premium applied to the contract in contract years 2 and later will not receive the new premium commission.

New Premium Commission rates are a percentage of premium and are applicable for the initial premium payment and additional premium payments.

Premium over \$2,000,000 is subject to home office approval. Commission is based on cumulative premium payments since contract issue.

For Liquidity Max in contract years 2 and later, one fourth of the annual trail commission is multiplied by the total account value of the annuity on the last day of the contract quarter and paid quarterly beginning at the end of the 5th contract quarter. The trail commission is paid to the current servicing agent of record.

Flexible Pension Builder Rider Transfer

Commissions on premium*

Annuity option	Trail option	Premium	Annual trail amount	Trail duration
Fixed period less than 5 years	N/A	N/A	N/A	N/A
Fixed period/fixed amount — 5 years or more but less than 10 years	A	3.25	N/A	N/A
Fixed period/fixed amount — 5 years or more but less than 10 years	B	2.5	0.25	Year 2 through end of fixed period
All other options	A	4.50	N/A	N/A
All other options	B	2.75	0.25	Years 2 - 10
All other options	C	1.40	0.50	Years 2 - 10
All other options	D	2.50	0.25	Years 2 - 15
All other options	E	0.50	0.50	Years 2 - 15

* Flexible Pension Builder Rider transfers are not allowed during the first two contract years. In order for commissions to be paid the entire contract must be outside the surrender charge period, not just the amount being transferred.

For Options B through E, in contract years 2 and later, one fourth of the annual trail commission is multiplied by the total premium amount on the last day of the contract quarter and paid quarterly beginning at the end of the 5th contract quarter. The trail commission is paid to the current servicing agent of record.

** Options C, D & E are not available for Fixed Period Options of 10 years or more.

Chargeback on full or partial surrenders

Contracts without Liquidity Max

In the event of a full or partial surrender of the contracts for any reason (except death) within the first 12 months they are in force, commissions on surrenders in excess of the contractual free withdrawal privilege will be charged back as described below, and will be reimbursed to us by you.

The charge back rates are:

Month(s)	Percentage	Month(s)	Percentage
1	100	7	60
2	100	8	50
3	100	9	40
4	90	10	30
5	80	11	20
6	70	12	10

Principal Pivot Series surrenders are taken from premium payments on a first-in first-out basis.

If Principal Pivot Series is surrendered in years 2-7, there is no commission charge back on any premium payments made up to and including the contractual premium payment limitations.

If Principal Pivot Series is fully or partially surrendered in years 8 and later, any commissions paid in the 12 months prior to surrender on any premium payments made up to and including the contractual premium payment limitations will be charged back up to the amount surrendered, less the contractual free withdrawal privilege, less any applicable surrender charge.

If Principal Pivot Series is fully or partially surrendered, we reserve the right to charge back any commissions paid in the 3 years prior to surrender on any premium payments made in excess of the contractual premium payment limitations up to the amount surrendered, less the contractual free withdrawal privilege, less any applicable surrender charge.

Contracts with Liquidity Max

In the event of a full or partial surrender of the contracts for any reason (except death) within the first 12 months they are in force, commissions on surrenders in excess of 10% of premium payments will be charged back as described below, and will be reimbursed to us by you.

The charge back rates are:

Month(s)	Percentage
1	100
2	100
3	100
4	90
5	80
6	70
7	60
8	50
9	40
10	30
11	20
12	10

Principal Variable Annuity (FVA)*

Principal Investment Plus Variable Annuity (IPVA)**

Commissions on premium (non-internal exchange premium) for contracts issued 01-01-2017 and later

	Premium ≤ \$2,000,000				Premium > \$2,000,000		
	New premium commission age through 75	New premium commission age 76 and older	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission	New premium commission all ages	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission
Option A	7.00	5.25	0.00	0.00	3.50	0.00	0.00
Option B	5.50	4.125	0.25	0.25	2.75	0.25	0.25
Option C	4.00	3.00	0.50	0.50	2.00	0.50	0.50

For additional information regarding commissions and trails, refer to the “FVA and IPVA commission and trail disclosure” section.

Commissions on additional premium (non-internal exchange premium) for contracts issued prior to 01-01-2017

	Premium ≤ \$2,000,000				Premium > \$2,000,000		
	New premium commission age through 75	New premium commission age 76 and older	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission	New premium commission all ages	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission
Option A	6.75	5.00	0.00	0.00	3.375	0.00	0.00
Option B	5.50	4.125	0.10	0.10	2.75	0.10	0.10
Option C	4.00	3.00	0.30	0.30	2.00	0.30	0.30

For contracts with effective dates prior to 01-01-2017, the trail commission reflected in the tables will not go through the advisor grid.

For additional information regarding commissions and trails, refer to the “FVA and IPVA commission and trail disclosure” section.

Commissions on internal exchanges from one of the following to IPVA (except for contracts eligible for VA Exchange Offer or GMWB Exchange Offer or GMWB Exchange Offer. See VA Exchange Offer and GMWB Offer section below).

1. An annuity contract
2. A life policy issued in the last 10 years

Premium ≤ \$2,000,000				Premium > \$2,000,000		
New premium commission age through 75	New premium commission age 76 and older	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission	New premium commission all ages	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission
3.50	2.625	0.00	0.00	1.75	0.00	0.00

Note: The movement of funds from an annuity contract to a mutual fund account and back to an annuity contract will be considered replacement and will result in internal exchange compensation.

For additional information regarding commissions and trails, refer to the “FVA and IPVA commission and trail disclosure” section.

VA Exchange Offer and GMWB Exchange Offer

1. Commissions on initial premium for internal exchanges from a FVA contract (outside the surrender charge period) to an IPVA contract, as part of the VA Exchange Offer* or from an IPVA contract (outside the surrender charge period) to an IPVA contract, as part of the GMWB Exchange Offer* (the whole contract must be exchanged):

Note: On the IPVA contract, the same commission option selected for the original FVA or IPVA contract applies. Selecting a different option is not allowed.

	Premium ≤ \$2,000,000				Premium > \$2,000,000		
	New premium commission age through 75	New premium commission age 76 and older	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission	New premium commission all ages	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission
Option A	1.45	1.45	0.30	0.30	1.45	0.30	0.30
Option B	1.45	1.45	0.40	0.40	1.45	0.40	0.40
Option C	1.45	1.45	0.60	0.60	1.45	0.60	0.60

* Certain requirements must be met for a contract to be eligible for the VA Exchange Offer or GMWB Exchange Offer. See the VA prospectus for details on eligibility. New Premium Commission rates are a percentage of premium and are applicable for the initial premium payment.

For additional information regarding commissions and trails, refer to the “FVA and IPVA commission and trail disclosure” section.

2. Commissions on additional premium not exchanged from another Principal annuity:

Contracts issued 01-01-2017 and later

	Premium ≤ \$2,000,000				Premium > \$2,000,000		
	New premium commission age through 75	New premium commission age 76 and older	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission	New premium commission all ages	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission
Option A	5.25	3.937	0.30	0.30	2.625	0.30	0.30
Option B	4.50	3.375	0.40	0.40	2.25	0.40	0.40
Option C	3.50	2.625	0.60	0.60	1.75	0.60	0.60

Contracts issued prior to 01-01-2017

	Premium ≤ \$2,000,000				Premium > \$2,000,000		
	New premium commission age through 75	New premium commission age 76 and older	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission	New premium commission all ages	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission
Option A	6.75	5.00	0.00	0.20	3.375	0.00	0.20
Option B	5.50	4.125	0.10	0.30	2.75	0.10	0.30
Option C	4.00	3.00	0.30	0.50	2.00	0.30	0.50
Option D	2.00	1.50	0.50	0.70	1.00	0.50	0.70

For additional information regarding commissions and trails, refer to the “FVA and IPVA commission and trail disclosure” section.

3. Commissions on additional premium from one of the following to an IPVA VA Exchange Offer or GMWB Exchange Offer contract:

- a. A Principal annuity contract
- b. A Principal life policy issued in the last 10 years

Premium ≤ \$2,000,000				Premium > \$2,000,000		
New premium commission age through 75	New premium commission age 76 and older	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission	New premium commission all ages	Contract years 2-7 annual trail commission	Contract years 8 and later annual trail commission
3.50	2.625	0.00	0.00	1.75	0.00	0.00

Note: The movement of funds from an annuity contract to a mutual fund account and back to an annuity contract will be considered replacement and will result in internal exchange compensation.

For additional information regarding commissions and trails, refer to the “FVA and IPVA commission and trail disclosure” section.

FVA* and IPVA** commission and trail disclosures

New Premium Commission rates are a percentage of premium and are applicable for the initial premium payment and additional premium payments.

Premium over \$2,000,000 is subject to home office approval. Commission is based on cumulative premium payments since contract issue.

For Options B, C and D, in contract years 2 through 7, one fourth of the annual trail commission is multiplied by the total account value of the annuity on the last day of the contract quarter and paid quarterly beginning at the end of the 5th contract quarter through the end of the 28th contract quarter. The trail commission is paid to the current servicing agent of record.

For options A, B, C and D, in contract years 8 and later, one fourth of the annual trail commission is multiplied by the total account value of the annuity on the last day of the contract quarter and paid quarterly beginning at the end of the 29th contract quarter. The trail commission is paid to the current servicing agent of record.

- * For Pension Builder Plus contracts that converted to the FVA, Option A applies to all contracts regardless of the age of the contract. The trail commission is paid to the current servicing agent of record.
- * No new FVA sales as of 05-01-2007. Commissions apply to existing contracts only.
- * In the State of Washington, commissions on additional premium received on or after the later of contract anniversary age 70 and 10 years after contract issuance are payable at 1% for Option A, .05% for Option B, and 0% for Option C. In the State of New Jersey, additional premium received on or after the later of contract anniversary age 64 and 4 years after contract issuance are payable at 1% for Option A, .05% for Option B, and 0% for Option C. In the state of Massachusetts, no commissions are paid on additional premium received in and after the 12th contract year. Trail commissions are not affected.
- ** In the states of Alabama, Massachusetts, and Washington, no commissions are paid on additional premium payments after contract year 3 for contracts without the Premium Payment Credit rider and after contract year 1 for contracts with the Premium Payment Credit rider. Trail commissions are not affected.

Chargeback on full or partial surrenders (except for internal exchanges under the VA Exchange Offer and GMWB Exchange Offer)

In the event of a full or partial surrender of the contracts for any reason (except death) within the first 12 months they are in force, commissions on surrenders in excess of the contractual free withdrawal privilege will be charged back as described below, and will be reimbursed to us by you.

The charge back rates are:

Month(s)	Percentage	Month(s)	Percentage
1	100	7	60
2	100	8	50
3	100	9	40
4	90	10	30
5	80	11	20
6	70	12	10

FVA or Principal Investment Plus Variable Annuity surrenders are taken from premium on a first-in first-out basis.

If FVA or Principal Investment Plus Variable Annuity is surrendered in years 2-7, there is no commission charge back on any premium paid up to and including the contractual premium limitations.

If FVA or Principal Investment Plus Variable Annuity is fully or partially surrendered in years 8 and later, any commissions paid in the 12 months prior to surrender on any premium paid up to and including the contractual premium limitations will be charged back up to the amount surrendered, less the contractual free withdrawal privilege, less any applicable surrender charge.

If FVA or Principal Investment Plus Variable Annuity is fully or partially surrendered, we reserve the right to charge back any commissions paid in the 3 years prior to surrender on any premium paid in excess of the contractual premium limitations up to the amount surrendered, less the contractual free withdrawal privilege, less any applicable surrender charge.

With respect to FVAs issued in the state of New Jersey, if there is a full surrender on or after the later of i) contract anniversary age 64 and ii) 4 years after contract issuance, any commissions paid in the 36 months prior to surrender will be charged back up to the amount surrendered, less the contractual free withdrawal privilege.

Chargeback on full or partial surrenders — VA Exchange Offer and GMWB Exchange Offer

In the event of a full or partial surrender of the contracts for any reason (except death) within the first 36 months they are in force, commissions on surrenders in excess of 10% of premium payments will be charged back as described below, and will be reimbursed to us by you.

The charge back rates are:

Month(s)	Percentage
1 - 24	100
25 - 36	75

Other internal exchanges

Internal exchanges where full commission is paid

Proceeds from one of the following:

Pension Builder

Pension Provider

Principal Funds*

Security Builder

Minimum distributions (age 70.5)

Life policy death proceeds

Bankers Flexible Annuity

Life > 10 years

Pension Builder Plus (includes HR10 and CORP)

Matured endowment

401(k) pension products — RIA and FIA

Annuity death proceeds used by a spouse beneficiary to purchase a new annuity**

To purchase the following:

Principal Variable Annuity

Principal Fixed Deferred Annuity

* The movement of funds from an annuity contract to a mutual fund account and back to an annuity contract will be considered replacement and will result in internal exchange compensation.

** If client qualifies for an exchange program/offer, then a reduced commission will apply. The spouse's application for the new annuity contract must be received within 60 days of the date of receipt of the death claim paperwork to receive full commissions. Otherwise reduced commissions will be paid as otherwise set forth in this schedule.

Internal exchanges where no commission is paid

Proceeds from one of the following:

Current Yield Annuity \leq 10 years

Select Account Annuity \leq 10 years

To purchase the following:

Principal Variable Annuity

Principal Fixed Deferred Annuity

Principal Deferred Income Annuity (DIA)

Commission on premium*

Annuity option	Trail option	Premium	Annual trail amount	Trail duration
Fixed period less than 5 years	N/A	N/A	N/A	N/A
Fixed period/fixed amount — 5 years or more but less than 10 years	A	3.25	N/A	N/A
Fixed period/fixed amount — 5 years or more but less than 10 years	B	2.5	0.25	Year 2 through end of fixed period
All other options	A	4.50	N/A	N/A
All other options	B	2.75	0.25	Years 2 - 10
All other options	C	1.40	0.50	Years 2 - 10
All other options	D	2.50	0.25	Years 2 - 15
All other options	E	0.50	0.50	Years 2 - 15

* Commissions are based on the commission rates in effect when premium payments are received.

No commission is paid when proceeds are from a Principal fixed deferred annuity or variable annuity inside the surrender charge period. The entire contract must be outside the surrender charge period, not just the amount being annuitized.

For Options B through E, in contract years 2 and later, one fourth of the annual trail commission is multiplied by the total premium amount on the last day of the contract quarter and paid quarterly beginning at the end of the 5th contract quarter. The trail commission is paid to the current servicing agent of record.

** Options C, D & E are not available for Fixed Period Options of 10 years or more.

Principal Income Annuity (SPIA) and annuitization

Commission on premium*

Annuity option	Trail option	Premium	Annual trail amount	Trail duration
Fixed period less than 5 years	N/A	N/A	N/A	N/A
Fixed period/fixed amount — 5 years or more but less than 10 years	A	2.75	N/A	N/A
Fixed period/fixed amount — 5 years or more but less than 10 years	B	2.00	0.25	Year 2 through end of fixed period
All other options	A	4.00	N/A	N/A
All other options	B	2.50	0.25	Years 2 - 10
All other options	C**	1.00	0.50	Years 2 - 10
All other options	D**	2.25	0.25	Years 2 - 15
All other options	E**	0.50	0.50	Years 2 - 15

* No commission is paid when proceeds are from a Principal fixed deferred annuity or variable annuity inside the surrender charge period. The entire contract must be outside the surrender charge period, not just the amount being annuitized.

For Options B through E, in contract years 2 and later, one fourth of the annual trail commission is multiplied by the total premium amount on the last day of the contract quarter and paid quarterly beginning at the end of the 5th contract quarter. The trail commission is paid to the current servicing agent of record.

** Options C, D & E are not available for Fixed Period Options of 10 years or more.

Products no longer available for new sales

Principal FPDA Plus — 1-year guarantee period

No longer available for new sales effective January 1, 2017.

Commissions on premium

Percentage of premium

	Premium ≤ \$2,000,000				Premium > \$2,000,000	Contract years 2 and later annual trail commission*
	Age through 80	Age 81 through 85	Age 86 through 90	Age 91 and older	All ages and options	
Option A						
Year 1	4.50	3.00	1.90	0.75	0.75	0.00
Years 2 - 4	3.40	2.25	1.40	0.60	0.60	0.00
Years 5 and later	0.00	0.00	0.00	0.00	0.00	0.00
Option B						
Year 1	3.50	2.35	1.45	0.60	0.60	0.00
Years 2 - 4	2.65	1.75	1.10	0.50	0.50	0.20
Years 5 and later	0.00	0.00	0.00	0.00	0.00	0.20
Option C						
Year 1	2.50	1.65	1.05	0.40	0.40	0.00
Years 2 - 4	1.90	1.25	0.80	0.35	0.35	0.40
Years 5 and later	0.00	0.00	0.00	0.00	0.00	0.40
Option D						
Year 1	1.50	1.00	0.70	0.25	0.25	0.00
Years 2 - 4	1.15	0.75	0.50	0.20	0.20	0.60
Years 5 and later	0.00	0.00	0.00	0.00	0.00	0.60

* One fourth of the annual trail commission is multiplied by the total Principal FPDA Plus account value on the last day of the contract quarter and paid quarterly beginning at the end of the fifth contract quarter. The trail commission is paid to the current servicing agent of record.

Commissions on internal exchanges from one of the following to a Principal FPDA Plus:

1. An annuity contract
2. A life policy issued in the last 10 years

Percentage of premium

	Premium ≤ \$2,000,000				Premium > \$2,000,000
	Age through 80	Age 81 through 85	Age 86 through 90	Age 91 and older	All ages and options
Option A					
Year 1	2.25	1.50	0.95	0.375	0.375
Years 2 - 4	1.70	1.125	0.70	0.30	0.30
Years 5 and later	0.00	0.00	0.00	0.00	0.00

Note: The movement of funds from an annuity contract to a mutual fund account and back to an annuity contract will be considered replacement and will result in internal exchange compensation.

Full or partial surrenders

In the event of a full or partial surrender of the contracts for any reason (except death) within the first 12 months they are in force, 100% of the commissions on surrenders in excess of the contractual free withdrawal privilege will be charged back, and will be reimbursed to us by you. Surrenders are taken from premium on a last-in first-out basis. If the contracts are surrendered in years 2 and later, there is no commission charge back.

Commission charge back for contracts annuitized during the first 12 months

If annuitization occurs in the first 12 months the contract is in force, commission will be charged back for the amount of commission paid on the Principal FPDA Plus that exceeded what would have been paid on the annuitization.

Flexible Premium Deferred Annuity (FPDA)

Commissions on premium

Percentage of premium

Premium ≤ \$100,000		Premium ≥ \$100,000 < \$2,000,000	Premium > \$2,000,000
Issue age through 75	Issue age 76 through 85	Issue age through 85	Issue age through 85
4.00	3.00	2.00	1.50

Commissions on internal exchanges from one of the following to a Principal FPDA:

1. An annuity contract
2. A life policy issued in the last 10 years

Percentage of premium

Premium ≤ \$100,000		Premium ≥ \$100,000 < \$2,000,000	Premium > \$2,000,000
Issue age through 75	Issue age 76 through 85	Issue age through 85	Issue age through 85
2.00	1.50	1.00	0.75

Note: The movement of funds from an annuity contract to a mutual fund account and back to an annuity contract will be considered replacement and will result in internal exchange compensation.

Principal Select Series Annuity

Commissions on automatic renewal

Percentage of account value

Guarantee period	Account value ≤ \$2,000,000		Account value > \$2,000,000
	Issue age through 79	Issue age 80 through 85	Issue age through 85
Three-year	0.00	0.00	0.00
Five-year	2.00	1.00	0.625
Seven-year	2.50	1.25	0.875
Ten-year	3.00	1.50	1.50

Note: “Account value” refers to the accumulated value at the time the contract automatically renews. Commission paid on the automatic renewal will be based on that amount.

Note: This commission is also paid at re-up if surrender charges restart. The commission is based on the re-up surrender charge period selected and is based on the commission rates and age at the time of re-up. The commission option is elected at contract issue and is set for the life of the contract. If a trail option is elected, the trails on the re-up surrender charge period will not begin until the second contract year of the re-up surrender charge period and will end at the end of that surrender charge period. Re-up commission and trails are not paid on contracts renewed into a 1-year guarantee period (in which surrender charges do not restart). Re-up commission and trails are also not paid for contracts issued in the states of Florida and Delaware following the initial surrender charge period.

Single Premium Deferred Annuity (SPDA)

Commissions on automatic renewal

Percentage of account value

Guarantee period	Account value ≤ \$2,000,000		Account value > \$2,000,000
	Issue age through 75	Issue age 76 through 85	Issue age through 85
Five-year	1.50	1.00	0.75
Seven-year	2.25	1.50	1.125

Note: “Account value” refers to the accumulated value at the time the contract automatically renews. Commission paid on the automatic renewal will be based on that amount.

Note: This commission is also paid at re-up if surrender charges restart. The commission is based on the re-up surrender charge period selected and is based on the commission rates and age at the time of re-up. The commission option is elected at contract issue and is set for the life of the contract. If a trail option is elected, the trails on the re-up surrender charge period will not begin until the second contract year of the re-up surrender charge period and will end at the end of that surrender charge period. Re-up commission and trails are not paid on contracts renewed into a 1-year guarantee period (in which surrender charges do not restart). Re-up commission and trails are also not paid for contracts issued in the states of Florida and Delaware following the initial surrender charge period.

Single Premium Deferred Annuity Choice (SPDA Choice)

Commissions on automatic renewal

Percentage of account value

Guarantee period	Account value ≤ \$2,000,000		Account value > \$2,000,000
	Issue age through 75	Issue age 76 through 85	Issue age through 85
Three-year	0.00	0.00	0.00
Five-year	1.50	1.00	0.75
Seven-year	2.25	1.50	1.125

Note: “Account value” refers to the accumulated value at the time the contract automatically renews. Commission paid on the automatic renewal will be based on that amount.

Note: This commission is also paid at re-up if surrender charges restart. The commission is based on the re-up surrender charge period selected and is based on the commission rates and age at the time of re-up. The commission option is elected at contract issue and is set for the life of the contract. If a trail option is elected, the trails on the re-up surrender charge period will not begin until the second contract year of the re-up surrender charge period and will end at the end of that surrender charge period. Re-up commission and trails are not paid on contracts renewed into a 1-year guarantee period (in which surrender charges do not restart). Re-up commission and trails are also not paid for contracts issued in the states of Florida and Delaware following the initial surrender charge period.

General compensation modifications

- A. We may pay less compensation, or none, on policies or contracts issued that have the effect of replacing a policy or contract previously issued by us. See applicable sections herein for details of compensation on replacement of policies or contracts.
- B. We will not pay first year compensation, except as otherwise provided in this Compensation Schedule, on existing life insurance policy values on policies issued by Principal Life or Principal National that are transferred as premium to a new policy.
- C. Compensation will not be paid when an unscheduled premium deposit is created for the purpose of carrying over a policy loan from another company's policy.
- D. Reduced compensation will be paid according to separate compensation agreements covering policies issued under modified marketing procedures. This also applies to policies that qualify for issue under a modified marketing procedure but are not written and issued under that procedure.
- E. First year compensation on short-term premium or on extra premium charged on policies whose classification is other than standard will be paid according to rules established by us.
- F. Compensation will not be paid on policies issued as conversions under Group policies.
- G. You will not receive compensation on premium paid after the reinstatement of a life insurance policy, disability insurance policy or annuity contract if the policy or contract was lapsed for a period of two months and was reinstated through the effort of someone other than you.
- H. If we cancel, rescind, revoke or terminate a policy or contract for any reason, (except due to insured's death) or if the policy or contract owner exercises any right to cancel or otherwise terminate a policy or contract, and as a result, we refund, return or credit any amount of payment made on such policy or contract, you shall promptly repay us any amount of compensation paid or credited to you with respect to such policy or contract.
- I. Compensation payable by an affiliate of ours may be paid by us and will be accepted by you as payment by the affiliate.
- J. As a general rule, compensation will not be paid on flat extra ratings on any policy.
- K. Compensation will not be paid on partial surrenders used to fund an increase or to pay off a loan.
- L. All compensation or rates are subject to change if necessary to comply with laws and regulations.
- M. Reduced compensation will be paid under modified distribution situations that are mutually agreed upon by you and us.
- N. Except as otherwise provided in this Compensation Schedule, premium only increases on life insurance policies do not generate first year commissions.
- O. Compensation may be reduced for items including but not limited to: reduction in premium in the first year, special underwriting programs, and the inclusion or subsequent addition of certain riders such as Accounting Benefit Rider, Surrender Value Enhancement Rider, Alternate Surrender Value Rider or Salary Increase Rider.
- P. If multiple agents were listed as the writing agents on the initial policy or contract and compensation was split, this split will be applied to all compensation paid, including first year and renewal commissions. This split will also be applied to any new increases in premium, unless we are notified in writing of a change in the servicing agent.