

Commission schedule

Broker contract or contract addenda



DD714B-63 | DD715B-64

January 2024

This commission schedule (“Commission Schedule”) applies to policies/contracts issued by Principal Life Insurance Company (Principal Life) and Principal National Life Insurance Company (“Principal National”). Throughout this Commission 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 Commission Schedule. Principal Life is the contracting party under this Commission 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 Commission Schedule; and Principal National shall not have any responsibility or liability for the actions or inaction of Principal Life under the Commission Schedule.

We will pay you commissions on policies/contracts issued by Principal Life or Principal National on applications written under your contract.

Commissions will be paid according to this Commission Schedule on premiums we receive. You must be, and continue to be if required by state law, properly licensed, and with respect to variable products be properly licensed and registered, to receive compensation.

We may change this Commission Schedule by e-mail notice or by posting to www.principal.com. You are responsible for ensuring that you have the most current Commission Schedule. With the exception of bonuses, any other change to this Commission Schedule will affect only commissions 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 commission schedule or as required by law. Bonus schedules are subject to change on an annual basis. Any change to a bonus schedule will be in effect for the calendar year noted on the applicable schedule and will apply to all premium eligible for a bonus. We may discontinue the issuance of any form of policy/contract and fix the amount of commissions on policies/contracts issued in exchange for previously issued policies/contracts.

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Changes and deletions

Life

Term – 2023 product introduced December 4, 2023.

Indexed Universal Life Accumulation II product — new version introduced January 16, 2024.

Disability Income

Updated wording for 2024.

Annuity

Added new annuitization disclosures to clarify transfers outside of surrender charge period.

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.

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.

Variable Life Products — For compensation for all variable life products listed below, please refer to your Broker Dealer selling agreement.

Product	First year commissions	Renewal commissions	Service fees	Commission chargebacks
Universal Life Provider Edge II (SF1018 - Principal Life; SN142 - Principal National)	1. 50% of first year premium received up to and including target premium. 2. 2% of first year premium received above target premium.	1. Policy years 2-5 a. 1% of premium received up to and including target premium. b. 0% of premium received above target premium. 2. Policy years 6-10 a. 0.5% of premium received up to and including target premium. b. 0% of premium received above target premium.	N/A	N/A
Survivorship Universal Life Provider (SF1025 - Principal Life; SN162 - Principal National)	1. 50% of first year premium received up to and including target premium. 2. 2% of first year premium received above target premium.	1. Policy years 2-5 a. 1% of premium received up to and including target premium. b. 0% of premium received above target premium. 2. Policy years 6-10 a. 0.5% of premium received up to and including target premium. b. 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 (SF1017 - Principal Life; SN146 - Principal National)	50% of first year premium received up to and including target premium. 2% of first year premium received above target premium.	- Policy years 2-5 1% of premium received up to and including target premium. 0% of premium received above target premium. - Policy years 6-10 0.5% 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 (SN166 - Principal National)	50% of first year premium received up to and including target premium. 2% of first year premium received above target premium.	- Policy years 2-5 1% of premium received up to and including target premium. 0% of premium received above target premium. - Policy years 6-10 0.5% 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 (SN159 - Principal National)	50% of first year premium received up to and including target premium. 20% of first year premium received up to and including target premium if the Alternate Surrender Value Rider is attached to the policy. 2% of first year premium received above target premium.	- Policy years 2-4 1% of premium received up to and including target premium. 11% of premium received up to and including target premium if the Alternate Surrender Value Rider is attached to the policy. 0% of premium received above target premium. - Policy year 5 1% of premium received up to and including target premium. 0% of premium received above target premium. - Policy years 6-10 0.5% of premium received up to and including target premium. 0% of premium received above target premium.	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 Alternate Surrender Value 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
Indexed Universal Life Accumulation II v2 (SN159 - Principal National)	1. 50% of first year premium received up to and including target premium. 2. 20% of first year premium received up to and including target premium if the Alternate Surrender Value Rider is attached to the policy. 3. 2% of first year premium received above target premium.	1. Policy years 2-4 a. 1% of premium received up to and including target premium. b. 11% of premium received up to and including target premium if the Alternate Surrender Value Rider is attached to the policy. c. 0% of premium received above target premium. 2. Policy year 5 a. 1% of premium received up to and including target premium. b. 0% of premium received above target premium. 3. Policy years 6-10 a. 0.5% of premium received up to and including target premium. b. 0% of premium received above target premium.	N/A	If the policy is terminated in the first five 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. Policy year 1 = 100% FYC charged back Policy year 2 = 100% FYC charged back Policy year 3 = 100% FYC charged back Policy year 4 = 68% FYC charged back Policy year 5 = 38% FYC charged back
Term – 2020* (10-year, 15-year, 20-year and 30-year) (SF975 - Principal Life; SN104 - Principal National) *\$75.00 policy fee is non-commissionable.	55% of first year premium.	N/A	N/A	N/A
Term – 2023* (10-year, 15-year, 20-year and 30-year) (SN174 - Principal National) *\$75.00 policy fee is non-commissionable.	55% of first year premium.	N/A	N/A	N/A
Guaranteed Issue Term – 2023* (10-year and 20-year) (SN170 - Principal National) *\$75.00 policy fee is non-commissionable.	40% of first year premium.	N/A	N/A	N/A

Variable Life products

Principal Variable Universal Life Income IV (SF992 – Principal Life; SN118 – Principal National)

Executive Variable Universal Life III (SF612 – Principal Life; SN111 – Principal National)

- This commission 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 commission on products not included in this schedule, please refer to a prior commission schedule, 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 contract	Service fees
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1. 50% of first year premium received up to and including target premium.**

2. 7% of first year premium received above target premium.
1. Policy years 2-8

a. 6% of premium received.****
1. Policy years 2-4

a. 6% of premium received.****

2. Policy years 5-8

a. 5% of premium received.****
1. 2% of renewal premium for policy years 2 and later.

2. No service fees on “unscheduled” single premium payments.

* 3.5% of any “unscheduled” single premium payment subject to a premium load for Adjustable Life 1-3.

* 3.0% of any “unscheduled” single premium payment subject to a premium load for Adjustable Life 4.

** 50% 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 3.5% for AL3 and 3.0% 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, Universal Life Protector, Universal Life Protector II, Universal Life Protector III, Universal Life Protector IV, Universal Life Protector V, Survivorship Universal Life Protector, Survivorship Universal Life Protector II, Survivorship Universal Life Protector III, 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, Universal Life Provider Edge, Universal Life Provider Edge II, Survivorship Universal Life Provider and Term 2023.

- 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

Universal Life, Universal Life II, Universal Life 3, Universal Life Accumulator, Universal Life Protector, Universal Life Protector II, Universal Life Protector III, Universal Life Protector IV, Universal Life Protector V, Survivorship Universal Life Protector, Survivorship Universal Life Protector II, 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, Universal Life Provider Edge, Universal Life Provider Edge II and Term 2023.

- 1. Commissions Payable on Increases resulting from the Salary Increase Rider, the Business Value 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	50
Age 51-54	45
Age 55-65	40

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

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

Life Quality Business Bonus Plan and Life Long-Term Quality Business Bonus Plan

Only applies to DD714, DD715 and DD727 contracts or contract addenda | Only DD714 contract or contract addenda for Life Long-Term Quality Business Bonus plan

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, Term 2023, 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, 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, Universal Life Provider Edge, Universal Life Provider Edge II and Survivorship Universal Life Provider are not eligible for either the Life Quality Business Bonus or the Life Long-Term 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 either the Life Quality Business Bonus Plan or the Life Long-Term Quality Business Bonus Plans.
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 either the Life Quality Business Bonus or the Life Long-Term Quality Business Bonus Plans.
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 or Life Long-Term Quality Business Bonus.
5. The Life Quality Business Bonus and the Life Long-Term 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% 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*.

Life Quality Business Bonus tables — apply to DD715 and DD727 contracts

Table L1 — Year one	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
Amount of in force annual premium on policies or premium increases dated in a qualification year (\$)			
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

Life Quality Business Bonus tables — apply to DD715 and DD727 contracts (continued)

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

Life Quality Business Bonus tables — apply to DD714 contract addendum only

Table L1 — Year one

	Percent of in force annual premium on policies or premium increases dated in a qualification year				
Amount of in force annual premium on policies or premium increases dated in a qualification year (\$)	91.0 - 92.4	92.5 - 93.9	94.0 - 94.9	95.0 - 95.9	96.0 - 100
200,000 and up	2.25%	3.00%	3.25%	3.75%	4.25%
170,000 - 199,999	1.75	2.50	2.75	3.25	3.75
145,000 - 169,999	1.25	1.75	2.25	2.75	3.25
120,000 - 144,999	1.00	1.50	1.75	2.50	3.00
90,000 - 119,999	0.75	1.25	1.50	2.00	2.75
60,000 - 89,999	0.50	1.00	1.25	1.75	2.50

Table L2 — Year two

	Percent of in force annual premium on policies or premium increases dated in a qualification year				
Amount of in force annual premium on policies or premium increases dated in a qualification year (\$)	93.0 - 93.9	94.0 - 94.9	95.0 - 95.9	96.0 - 96.9	97.0 - 100
199,000 and up	2.25%	3.25%	3.75%	4.25%	4.75%
169,000 - 198,999	2.00	2.75	3.25	3.75	4.25
144,000 - 168,999	1.50	2.00	2.75	3.25	3.75
119,000 - 143,999	1.25	1.75	2.25	3.00	3.50
89,000 - 118,999	1.00	1.50	2.00	2.50	3.25
59,000 - 88,999	0.75	1.25	1.75	2.25	3.00

Table L3 — Year three

	Percent of in force annual premium on policies or premium increases dated in a qualification year				
Amount of in force annual premium on policies or premium increases dated in a qualification year (\$)	94.0 - 94.9	95.0 - 95.9	96.0 - 96.9	97.0 - 97.9	98.0 - 100
198,000 and up	2.25%	3.75%	4.25%	4.75%	5.25%
168,000 - 197,999	2.00	3.25	3.75	4.25	4.75
143,000 - 167,999	1.50	2.50	3.25	3.75	4.25
118,000 - 142,999	1.25	2.25	2.75	3.50	4.00
88,000 - 117,999	1.00	2.00	2.50	3.00	3.75
58,000 - 87,999	0.75	1.75	2.25	2.75	3.50

Qualification requirements for the Life Long-Term Quality Business Bonus

- 1. A **minimum percent** of annual premium still in force at the beginning of the fourth calendar year or later 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 in the Life Long Term Quality Business Bonus Payment table below. For example, policies or premium increases dated 2020 or earlier will be included in the 2024 Life Long-Term Quality Business Bonus calculation.
- 2. Premium on policies dated or premium increases dated in a particular qualification year that you are servicing (both written and assigned) will be included in the determination of the Life Long-Term Quality Business Bonus payment. Premium on assigned policies is included under the following terms:
 - a. you have a three-month period during which you can decide whether to accept final service responsibility for the assigned business; and
 - b. once service responsibility is accepted, assigned business still in force on the January 1 following a 12 month period (which includes the 3 month decision period) from when the business was assigned to you will be included in the Life Long-Term Quality Business Bonus calculation.

Life Long-Term Quality Business Bonus payment —
Applies to DD714 contract or contract addendum only

- 1. The Life Long-Term 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.

Percent of in force annual premium on policies or premium increases dated in a qualification year	Long-Term Quality Business Bonus payment (%)
99.0 - 100	2.00%
98.0 ≤ 98.9	1.80
97.0 ≤ 97.9	1.40
95.0 ≤ 96.9	1.00
Under 95.0	0

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

First year commission

First year commission 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	3% of commissionable premium
Term to Term – Other in first 4 policy years	3% 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 Universal Life Accumulation II with Alternate Surrender Value Rider, replacement commissions will be 2% 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 8 years or more; 15-year term in force 13 years or more; 20-year term in force 18 years or more and 30-year term in force 28 years or more.
 - **“Expired Term”** for Term ART — expired if in force 8 years or more.
3. Commissions on cash values conserved and transferred into the new policy will be paid as follows:
 - 1% 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 Indexed Universal Life Accumulation II with Alternate Surrender Value Rider, the renewal commission in years 2-4 will be 2%, up to the replaced premium amount.

Premium

Premium from the replacement of our existing policies will not be included for purposes of determining the Life Quality Business Bonus or the Life Long-Term 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 commission payable on replacements outlined above.

Replacement premium

Replaced premium is determined by us.

Individual Disability Insurance products



- Disability income for occupation classes A to 6A+
- Disability income for M & D¹ occupation classes age² 40 and above
- Business products for all occupation classes

First-year commission = 50%

Premium ³		Renewal commission ⁴	
From	Up to	Years 2 - 10	Years 11+
\$0	\$5,000	2.5%	0%
\$5,000	\$10,000	5.0%	2%
\$10,000	\$25,000	7.5%	2%
\$25,000	\$50,000	10.0%	2%
\$50,000	\$100,000	11.5%	2%
\$100,000+		13.0%	2%

Note: Premium from the business segments included in this schedule for policies with a policy date prior to Jan. 1, 2023, will be included to determine your renewal tier. The renewal commission rate for policies that conditionally renew is 4% for all years.

Disability income for M & D¹ occupation classes under age² 40

First-year commission = 50%

Premium ³		Renewal commission ⁴	
From	Up to	Years 2 - 10	Years 11+
\$0	\$25,000	2.5%	0%
\$25,000	\$50,000	5.0%	2%
\$50,000	\$100,000	7.5%	2%
\$100,000	\$200,000	10.0%	2%
\$200,000	\$400,000	11.5%	2%
\$400,000+		13.0%	2%

Note: Premium from the business segments included in this schedule for policies with a policy date prior to Jan. 1, 2023, will be included to determine your renewal tier. The renewal commission rate for policies that conditionally renew is 4% for all years.

Older ages and first-year commission rates

Principal® Income Protector

Coverage period	Issue ages ²	Commission
To age 65	61-64	25%
	65+	4%
To age 67	61-66	25%
	67+	4%
To age 70	61-69	25%
	70+	4%

Series 700

Coverage period	Issue ages ²	Commission
To age 65	61-64	25%
	65+	4%

Policies with a policy date prior to Jan. 1, 2023 (includes adjustments on those policies)

First-year commission = 50% for occupation classes 6A – 3A, 45% for occupation classes 2A – A (up to age 65)

Premium ³		Renewal commission ⁴		
From	Up to	Years 2 - 5	Years 6 - 10	Years 11+
\$0	\$10,000	5%	5%	3%
\$10,000	\$20,000	10%	7%	3%
\$20,000	\$30,000	12%	10%	3%
\$30,000+		15%	13%	3%

Note: Premium from all business segments will be included to determine your renewal tier. The renewal commission rate for policies that conditionally renew is 4% for all years.

Guaranteed Standard Issue First-Year Commissions

(Applies to issue ages up to and including age 60. For issue ages 61 and older, the Older age first-year commission rates in this schedule apply.)

Principal® Income Protector

	Employer paid			Voluntary paid		
Discount	10%-25%	30%	35%-40%	0%-10%	15%	20%-25%
Commission	45%	40%	35%	40%	35%	30%

700 series (policies with a policy date of Jan. 1, 2023, and after)

	Employer paid		Voluntary paid
Discount	20% - 25%		30%
Commission	45%		40%

700 series (policies with a policy date prior to Jan. 1, 2023)

	Employer paid		Voluntary paid
Discount	20% - 25%		30%
Commission	45%		40%

New Business Bonus

Bonus schedule is subject to change on an annual basis.

- Disability income for occupation classes A to 6A+
- Disability income for M & D¹ occupation classes age² 40 and above
- Business products for all occupation classes

Premium ³		Bonus
From	Up to	
\$0	\$25,000	0%
\$25,000	\$50,000	5%
\$50,000	\$100,000	10%
\$100,000+		15%

Disability income for M & D¹ occupation classes under age² 40

Premium ³		Bonus
From	Up to	
\$0	\$50,000	0%
\$50,000	\$100,000	5%
\$100,000	\$400,000	10%
\$400,000+		15%

Note: Premium from the business segments included in this schedule for policies with a policy date prior to Jan. 1, 2023, will be included to determine your bonus. This bonus is for individual producers only (excludes producer groups, firms or producers receiving management compensation. You must be actively appointed and contracted at the time the bonus is calculated and issued to receive payment.

In-Force Bonus

Bonus schedule is subject to change on an annual basis.

2024 Premium ³		Total Premium in force at the beginning of 2025						
		From	Up to	From	Up to	From	Up to	
		\$0	\$50,000	\$150,000	\$150,000	\$150,000	\$300,000	\$300,000+
From	Up to	Bonus						
\$10,000	\$25,000	0%		0%		0%		0%
\$25,000	\$50,000	0%		1%		2%		3%
\$50,000	\$100,000	0%		2%		3%		4%
\$100,000+		0%		3%		4%		5%

Note: Bonus is paid on 2023 and 2024 premium in-force at the end of 2025. Total Premium in force includes premium from policies with a policy date prior to Jan. 1, 2023.

The bonus schedule in effect for the calendar year will apply to all premium eligible for the In-Force Bonus. You must be actively appointed and contracted at the time the bonus is calculated and issued to receive payment.

¹ For Principal Income Protector, this includes all occupation classes with a suffix M or D. For 700 series and older products, this includes occupation classes with a suffix A-M. See underwriting guide for a complete list.

² Age is the issue age for the policy and for any subsequent adjustments made to the policy.

³ Premium is annualized first-year premium for a calendar year.

⁴ Renewal commissions in policy years 11 and later are contingent upon \$10,000 of new sales premium on disability insurance policies issued in the prior calendar year for each segment. If you're retired and have \$125,000 of individual disability insurance premium in-force at the time of your retirement, the new sales contingency does not apply. You must notify us in writing of your retirement.

Compensation for replacement of current Individual Disability Insurance policies

Full first year commissions, as set out in the Compensation Schedule will be applied to all new policy premium in excess of the replaced policy premium.

Replaced first year commissions will be paid at a rate of 7% on premium up to and including the replaced policy premium.

Renewal commissions 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.

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.

Individual Annuity products



General provisions

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 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 rate 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.

For products with an automatic renewal feature: If the deferred contract is annuitized within the 30-day window the annuitization is fully commissionable and chargebacks may apply. For Principal Preferred Series Annuity and Secure Choice Indexed Annuity the 30-day window refers to 30 days before automatic renewal. For Single Premium Deferred Annuity (SPDA), Single Premium Deferred Annuity Choice (SPDA Choice) and Principal Select Series Annuity (PSSA), the 30-day window refers to 30 days after the automatic renewal.

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Principal Annuitization

Commissions on premium*

Annuity option	Percentage of premium
	Premium
Fixed period less than 5 years	N/A
Fixed period / fixed amount —5 years	1.00
Fixed period / fixed amount — 6 years or more but less than 10 years	1.50
All other options	3.00

Note: For products with an automatic renewal feature: if the deferred contract is annuitized within the 30-day window the annuitization is fully commissionable and chargebacks may apply. For Principal Preferred Series Annuity and Secure Choice Indexed Annuity the 30-day window refers to 30 days before automatic renewal. For Single Premium Deferred Annuity (SPDA), Single Premium Deferred Annuity Choice (SPDA Choice) and Principal Select Series Annuity (PSSA), the 30-day window refers to 30 days after the automatic renewal and commission paid at automatic renewal will be charged back 100%.

* 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.

Note: For annuitizations where the initial premium is outside the surrender charge period but there is a surrender charge for additional premium(s) received after contract issue, we will pay compensation on the amount that is outside of the surrender charge period as long as any remaining surrender charges related to the additional premium(s) represent less than 1% of the accumulated value.

Products no longer available for new sales

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

No longer available for new sales effective October 1, 2021.

Commissions on premium

Guarantee period	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 and older	All ages and options	
3-year					
Option A	1.00	0.70	0.50	0.50	0.00
Option B	0.85	0.55	0.35	0.35	0.10
Option C	0.70	0.40	0.25	0.25	0.20
Option D	0.40	0.15	0.00	0.00	0.40
4-year					
Option A	1.90	1.25	1.00	1.00	0.00
Option B	1.70	1.05	0.80	0.80	0.10
Option C	1.50	0.85	0.65	0.65	0.20
Option D	1.05	0.50	0.40	0.40	0.40
5-year					
Option A	2.25	1.50	1.25	1.25	0.00
Option B	2.05	1.30	1.05	1.05	0.10
Option C	1.75	1.00	0.85	0.85	0.20
Option D	1.15	0.55	0.55	0.55	0.40
6-year					
Option A	2.50	1.75	1.50	1.50	0.00
Option B	2.20	1.45	1.25	1.25	0.10
Option C	1.85	1.20	1.05	1.05	0.20
Option D	1.15	0.70	0.75	0.75	0.40
7-year					
Option A	3.00	2.00	1.60	1.60	0.00
Option B	2.60	1.65	1.35	1.35	0.10
Option C	2.25	1.35	1.10	1.10	0.20
Option D	1.45	0.85	0.80	0.80	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	
3-year					
Option A	1.00	0.70	0.50	0.50	0.00
Option B	0.85	0.55	0.35	0.35	0.10
Option C	0.70	0.40	0.25	0.25	0.20
Option D	0.40	0.15	0.00	0.00	0.40
4-year					
Option A	1.90	1.25	1.00	1.00	0.00
Option B	1.70	1.05	0.80	0.80	0.10
Option C	1.50	0.85	0.65	0.65	0.20
Option D	1.05	0.50	0.40	0.40	0.40
5-year					
Option A	2.25	1.50	1.25	1.25	0.00
Option B	2.05	1.30	1.05	1.05	0.10
Option C	1.75	1.00	0.85	0.85	0.20
Option D	1.15	0.55	0.55	0.55	0.40
6-year					
Option A	2.50	1.75	1.50	1.50	0.00
Option B	2.20	1.45	1.25	1.25	0.10
Option C	1.85	1.20	1.05	1.05	0.20
Option D	1.15	0.70	0.75	0.75	0.40
7-year					
Option A	3.00	2.00	1.60	1.60	0.00
Option B	2.60	1.65	1.35	1.35	0.10
Option C	2.25	1.35	1.10	1.10	0.20
Option D	1.45	0.85	0.80	0.80	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

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*
3-year					
Option A	1.00	0.70	0.50	0.50	0.00
Option B	0.85	0.55	0.35	0.35	0.10
Option C	0.70	0.40	0.25	0.25	0.20
Option D	0.40	0.15	0.00	0.00	0.40
4-year					
Option A	1.90	1.25	1.00	1.00	0.00
Option B	1.70	1.05	0.80	0.80	0.10
Option C	1.50	0.85	0.65	0.65	0.20
Option D	1.05	0.50	0.40	0.40	0.40
5-year					
Option A	2.25	1.50	1.25	1.25	0.00
Option B	2.05	1.30	1.05	1.05	0.10
Option C	1.75	1.00	0.85	0.85	0.20
Option D	1.15	0.55	0.55	0.55	0.40
6-year					
Option A	2.50	1.75	1.50	1.50	0.00
Option B	2.20	1.45	1.25	1.25	0.10
Option C	1.85	1.20	1.05	1.05	0.20
Option D	1.15	0.70	0.75	0.75	0.40
7-year					
Option A	3.00	2.00	1.60	1.60	0.00
Option B	2.60	1.65	1.35	1.35	0.10
Option C	2.25	1.35	1.10	1.10	0.20
Option D	1.45	0.85	0.80	0.80	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: 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 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 (PSSA) — 3-year, 4-year, 6-year and 9-year guarantee periods

No longer available for new sales effective October 1, 2021.

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
3-year*	1.00	0.50	0.50
4-year**	1.90	1.25	0.30
6-year**	2.50	1.75	0.45
9-year**	5.00	2.50	2.50

* 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

Percentage of premium

Guarantee period	Premium ≤ \$2,000,000				Premium > \$2,000,000	
	Exchange occurs after surrender period expires		Exchange occurs before surrender charge period expires		Exchange occurs after surrender charge period expires	Exchange occurs before surrender charge period expires
	Issue age through 79	Issue age 80 through 85	Issue age through 79	Issue age 80 through 85	All issue ages	All issue ages
3-year	0.67	0.35	0.67	0.35	0.35	0.35
4-year	0.95	0.625	0.80	0.80	0.15	0.15
6-year	1.25	0.875	0.80	0.80	0.225	0.225
9-year	2.50	1.25	0.83	0.83	1.25	0.83

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, 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 Secure Choice Indexed Annuity – Indexed Annuity

No longer available for new sales effective October 1, 2021.

Commissions on premium

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	
4-year				
Option A	2.00	1.35	1.35	0.00
Option B	1.80	1.15	1.15	0.10
Option C	1.55	0.95	0.95	0.20
Option D	1.10	0.55	0.55	0.40
5-year				
Option A	2.35	1.55	1.55	0.00
Option B	2.05	1.30	1.30	0.10
Option C	1.75	1.05	1.05	0.20
Option D	1.20	0.60	0.60	0.40
6-year				
Option A	3.00	1.90	1.90	0.00
Option B	2.70	1.60	1.60	0.10
Option C	2.30	1.35	1.35	0.20
Option D	1.65	0.75	0.75	0.40
7-year				
Option A	3.35	2.15	2.15	0.00
Option B	3.00	1.85	1.85	0.10
Option C	2.55	1.50	1.50	0.20
Option D	1.80	0.90	0.90	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	
4-year				
Option A	2.00	1.35	1.35	0.00
Option B	1.80	1.15	1.15	0.10
Option C	1.55	0.95	0.95	0.20
Option D	1.10	0.55	0.55	0.40
5-year				
Option A	2.35	1.55	1.55	0.00
Option B	2.05	1.30	1.30	0.10
Option C	1.75	1.05	1.05	0.20
Option D	1.20	0.60	0.60	0.40
6-year				
Option A	3.00	1.90	1.90	0.00
Option B	2.70	1.60	1.60	0.10
Option C	2.30	1.35	1.35	0.20
Option D	1.65	0.75	0.75	0.40
7-year				
Option A	3.35	2.15	2.15	0.00
Option B	3.00	1.85	1.85	0.10
Option C	2.55	1.50	1.50	0.20
Option D	1.80	0.90	0.90	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 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.

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

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

Surrender charge period	Percentage of premium			
	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	
4-year				
Option A	2.00	1.35	1.35	0.00
Option B	1.80	1.15	1.15	0.10
Option C	1.55	0.95	0.95	0.20
Option D	1.10	0.55	0.55	0.40
5-year				
Option A	2.35	1.55	1.55	0.00
Option B	2.05	1.30	1.30	0.10
Option C	1.75	1.05	1.05	0.20
Option D	1.20	0.60	0.60	0.40
6-year				
Option A	3.00	1.90	1.90	0.00
Option B	2.70	1.60	1.60	0.10
Option C	2.30	1.35	1.35	0.20
Option D	1.65	0.75	0.75	0.40
7-year				
Option A	3.35	2.15	2.15	0.00
Option B	3.00	1.85	1.85	0.10
Option C	2.55	1.50	1.50	0.20
Option D	1.80	0.90	0.90	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.

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 Deferred Income Annuity (DIA)

No longer available for new sales effective October 1, 2021.

Commissions on premium*

Annuity option	Percentage of premium
	Premium
Fixed period less than 5 years	N/A
Fixed period / fixed amount— 5 years or more but less than 10 years	2.25
All other options	3.00

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

Principal Income Annuity (SPIA)

No longer available for new sales effective October 1, 2021.

Commissions on premium*

	Percentage of premium
Annuity option	Premium
Fixed period less than 5 years	N/A
Fixed period / fixed amount —5 years	1.00
Fixed period / fixed amount — 6 years or more but less than 10 years	1.50
All other options	3.00

Principal FPDA Plus — 1-year guarantee period

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

Note: The maximum issue age for this product is 90 (state variations apply). The “age 91 and older” commission rates apply only to additional premium payments to existing contracts.

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	3.50	2.25	1.40	0.50	0.50	0.00
Years 2 - 4	2.65	1.75	1.10	0.45	0.45	0.00
Years 5 and later	0.00	0.00	0.00	0.00	0.00	0.00

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

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

- 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	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	0.70	0.70	0.70	0.40	0.40	0.00
Years 2 - 4	0.50	0.50	0.50	0.30	0.30	0.00
Years 5 and later	0.00	0.00	0.00	0.00	0.00	0.00

* 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.

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 thorough 85
3.00	2.00	1.00	1.00

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 thorough 85
0.70	0.70	0.70	0.70

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

Guarantee period	Percentage of account value		
	Account value ≤ \$2,000,000		Account value > \$2,000,000
	Issue age through 79	Issue age 80 through 85	Issue age through 85
3-year	1.00	0.50	0.50
5-year	3.00	1.50	1.25
7-year	4.00	2.00	1.25
10-year	5.00	2.50	1.25

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.

Note: If the deferred contract is annuitized within the 30-day window the annuitization is fully commissionable and the commission paid at automatic renewal will be charged back 100%.

Single Premium Deferred Annuity (SPDA)

Commissions on automatic renewal

Guarantee period	Percentage of account value		
	Account value ≤ \$2,000,000		Account value > \$2,000,000
	Issue age through 75	Issue age 76 through 85	Issue age through 85
5-year	3.00	2.00	1.00
7-year	3.00	2.00	1.00

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.

Note: If the deferred contract is annuitized within the 30-day window the annuitization is fully commissionable and the commission paid at automatic renewal will be charged back 100%.

Single Premium Deferred Annuity Choice (SPDA Choice)

Commissions on automatic renewal

Guarantee period	Percentage of account value		
	Account value ≤ \$2,000,000		Account value > \$2,000,000
	Issue age through 75	Issue age 76 through 85	Issue age through 85
3-year	0.85	0.60	0.50
5-year	2.50	1.70	1.00
7-year	3.00	2.00	1.00

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.

Note: If the deferred contract is annuitized within the 30-day window the annuitization is fully commissionable and the commission paid at automatic renewal will be charged back 100%.

General commission modifications



- A.** We may pay less commission, 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 commission, except as otherwise provided in this Commission 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.** Commissions 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 commissions will be paid according to separate commission 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 commissions 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.** Commissions will not be paid on policies issued as conversions under Group policies.
- G.** You will not receive commissions 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, including but not limited to commissions, paid or credited to you with respect to such policy or contract.
- I.** Commissions 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, commissions will not be paid on flat extra ratings on any policy.
- K.** Commissions will not be paid on partial surrenders used to fund an increase or to pay off a loan.
- L.** All commissions or rates are subject to change if necessary to comply with laws and regulations.
- M.** Reduced commissions will be paid under modified distribution situations that are mutually agreed upon by you and us.
- N.** Except as otherwise provided in this Commission Schedule, premium only increases on life insurance policies do not generate first year commissions.
- O.** Commissions 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 commissions were split, this split will be applied to all commissions paid, including first year and renewal. 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.