Hospitality Industry
Plan number: 4-47341

Retirement Plan Fee Summary

As of 06/19/2017

Fee for Hospitality Industry		
	Fee Paid By Plan Sponsor	0.00%
	Fee Paid By Participants This represents the current netted amount, which you have chosen to be taken from the investment return of participant accounts. ⊕	0.56%
	Total Investment Expense Net ⊕	0.61%
	Total Cost [1]	1.17%

Recordkeeping Services include Core Services and Optional Services. There are no additional fees from any member company of the Principal Financial Group® for this service package.

*See **Investment Options** on page 2 for more details.*

*See **Core Service Snapshot** and **Optional Services** on pages 4 and 5 for more details.*

How the fee is allocated

Recordkeeping Services [2]
0.83%

Revenue Retained by Investment Provider
0.34%

Plan Characteristics	
	Current Assets: $32,467,102
	Annual Deposits: $3,753,964
	Average Account Balance: $33,353
	Current Participants with Account Balance: 1086
	Terminated Participants with Account Balance: 45

Hospitality Industry

Investment Options

The investment line-up illustrated below were requested by either the Plan Fiduciary, Financial Professional or Plan Sponsor. Fees are deducted prior to calculating the published return. These fees make up the Total Investment Expense Net. A portion of the Total Investment Expense Net may be retained by the Investment Provider as revenue to help cover the cost of providing professional investment management and the cost of marketing the investment option. The Investment Provider may also pay a portion to the plan Recordkeeper as revenue sharing to help cover the cost of the plan's recordkeeping and service package. ***The chart below details the amount of revenue retained by the Investment Provider and paid to the Recordkeeper for each investment option.***

Inv Manager or Sub-Advisor	Investment Option	Current Assets	Revenue Retained by Investment Provider [3]	+	Revenue Sharing to Recordkeeper [4]	=	Total Investment Expense Net [5]
Fidelity Management & Research	Fidelity Advisor High Income Advantage I Fund	$1,094,140	0.55%	+	0.25%	=	0.80%
Vanguard Group	Vanguard Inflation-Protected Securities Admiral Fund	$45,454	0.10%	+	0.00%	=	0.10%
Dimensional Fund Advisors	DFA International Small Cap Value I Fund	$1,409,072	0.68%	+	0.00%	=	0.68%
Vanguard Group	Vanguard Treasury Money Market Investor Fund	$5,350,579	0.09%	+	0.00%	=	0.09%
Capital Research and Mgmt Co	American Funds EuroPacific Growth R6 Fund	$282,464	0.50%	+	0.00%	=	0.50%
Vanguard Group	Vanguard Equity-Income Adm Fund	$516,227	0.17%	+	0.00%	=	0.17%
Goldman Sachs Asset Mgt	Goldman Sachs Small Cap Value Inst Fund	$152,595	0.82%	+	0.15%	=	0.97%
Victory Capital Management	Victory Sycamore Established Value A Fund	$230,516	0.55%	+	0.40%	=	0.95%
Touchstone	Touchstone Sands Capital Institutional Growth Fund	$1,759,717	0.79%	+	0.00%	=	0.79%
Vanguard Group	Vanguard Emerging Markets Stock Index Admiral Fund	$32,467	0.14%	+	0.00%	=	0.14%
Principal Global Investors	SmallCap Separate Account-R6	$353,891	0.42%	+	0.49%	=	0.91%
Principal Global Investors	MidCap Separate Account-R6	$2,159,062	0.36%	+	0.45%	=	0.81%
Principal Real Estate Inv	U.S. Property Separate Account-R6	$607,135	0.75%	+	0.40%	=	1.15%
Principal Global Investors	Core Plus Bond Separate Account-R6	$2,071,401	0.25%	+	0.46%	=	0.71%
Principal Global Investors	LargeCap S&P 500 Index Separate Account-R6	$3,438,266	0.05%	+	0.26%	=	0.31%
Principal Global Investors	SmallCap S&P 600 Index Separate Account-R6	$1,159,076	0.05%	+	0.26%	=	0.31%
Principal Global Investors	MidCap S&P 400 Index Separate Account-R6	$1,129,855	0.05%	+	0.26%	=	0.31%

Investment Options

Inv Manager or Sub-Advisor	Investment Option	Current Assets	Revenue Retained by Investment Provider [3]	+	Revenue Sharing to Recordkeeper [4]	=	Total Investment Expense Net [5]
AB/Brown/Emerald	SmallCap Growth I Separate Account-R6	$233,763	0.77%	+	0.42%	=	1.19%
Multiple Sub-Advisors	Principal LifeTime 2010 Separate Account-R6	$1,094,141	0.42%	+	0.41%	=	0.83%
Multiple Sub-Advisors	Principal LifeTime 2020 Separate Account-R6	$3,603,849	0.45%	+	0.42%	=	0.87%
Multiple Sub-Advisors	Principal LifeTime 2030 Separate Account-R6	$3,935,013	0.46%	+	0.43%	=	0.89%
Multiple Sub-Advisors	Principal LifeTime 2040 Separate Account-R6	$1,139,595	0.44%	+	0.43%	=	0.87%
Multiple Sub-Advisors	Principal LifeTime 2050 Separate Account-R6	$272,724	0.46%	+	0.44%	=	0.90%
Multiple Sub-Advisors	Principal LifeTime Strategic Income Separate Account-R6	$295,451	0.40%	+	0.40%	=	0.80%
Multiple Sub-Advisors	Principal LifeTime 2060 Separate Account-R6	$100,648	0.49%	+	0.44%	=	0.93%
		$32,467,102					
Total Expected Fees paid through investment options:[6]			**0.34%**	+	**0.27%**	=	**0.61%**

Core Service Snapshot

You receive a package of Core Services to help ensure your retirement plan needs are met. In addition to necessary plan services, our Core Services include a number of value-added features to help make managing your retirement plan easier. Principal Life Insurance Company stands behind our services with our Service Warranty[7]; providing a promise of quality service and level of indemnification protection. The listing of our core services and optional services selected by you can be found in your Service and Expense Agreement. You will also have access to an updated list of available services on principal.com.

Our Core Services are provided as part of the fees listed on page 1. Participant transaction fees may apply.

A comprehensive list of Core Services is available upon request.

General Services & Reports	• Client Service Team • Contribution allocation assistance • Communication & education plan • Comprehensive investment option material & reporting	• Electronic data reporting • Eligibility determination (not available for all plan designs) • Employer login on principal.com • Non-contributing employee reports	• Online reports • Payroll integration • Plan sponsor newsletter • Plan transition services • Due diligence process • Service Warranty[7]	• Retirement Plan & Investment Review • Sample participant notices • Vesting records
Distribution Services	• Benefit event process, including required tax withholding • Death claims	• Flexible loan options, including electronic signature loans	• Hardship & in-service withdrawal support • QDRO recordkeeping & distributions	• Required minimum distribution • Small amount payouts
Plan Compliance & Government Filing Services	• Audit package, as required • Contribution limit monitoring (402(g)/415)	• ERISA 404(c) information • Form 5500 series annual reports	• Government relations • Plan compliance testing, as needed	• Plan qualification forms • SOC1 report
Consulting Services	• Information & resources for fiduciaries • Legislative updates	• Merger & acquisition assistance • Plan benchmarking information	• Plan compliance assistance • Plan illustrations & projections	• Replacement ratio & needs analysis • Research/technical assistance • White papers
Participant Services	• Asset allocation alternatives • Direct rollovers • Electronic participant magazine	• Flexible enrollment & salary deferral options • Flexible retirement planning & distribution options	• Participant contact center (toll-free assistance) • Electronic participant statements • Personal login on principal.com	• Personalized communication & education materials • Spanish communication services

Additional Services

Optional Services Elected		
	Customized forms	**Included**
	Recordkeeping by Group or Location	**Included**
	Quarterly Reports	**Included**
	Plan documents - custom	**Charged at time of service**
	Discount for ADP/ACP Test	**Included**
	Summary plan description - custom	**Included**

The Optional Services listed above are included in the fees illustrated on page 1 unless stated otherwise.

To help ensure your specific retirement plan needs are met, you may elect to include Optional Services as part of the overall service package provided for your plan. A comprehensive list of Optional Services is available on request. Additional fees may apply.

Participant Transaction Fees

Participant Transaction Fees	Loan Origination Fee	**$50.00**
	Loan Maintenance Fee ($12.00 deducted quarterly)	**$48.00**
	Distributions	**$40.00**
	Qualified Domestic Relations Order (QDRO) Processing Fee (per event)	**$350.00**

The list above includes the most common participant transaction fees.

Participant transaction fees are deducted from participant accounts or billed at the time the service is performed.

These fees are not subject to any guarantee.

Important Information

- This Fee Summary is based on the following information:
    - This is a 401(k) plan.
    - Deducted or netted fees are determined and processed monthly.
    - State of Delivery: DISTRICT OF COLUMBIA
    - Standard investment options include: A Conservative Fixed Income option + Lifecycle Sub-Advised Investment option + 30 additional investment options. Any options beyond these will incur a fee of $250 per investment option.
    - An individually designed (custom) plan document will be used. Applicable fees for your custom plan draft and any future changes to your plan document will be billed directly to you at the time the service is performed. If summary plan description (SPD) services are provided, applicable fees for SPD draft, future changes and/or printing will be billed at the time the SPD's are mailed.
    - Applicable custom plan SPD fees are included in the illustrated fees for the initial drafting and printing.
    - We reserve the right to adjust fees if plan characteristics are incorrect or should change. This expense projection is valid for 120 days from the Print Date.
- Principal Life is not paying broker compensation to any Financial Professional for your plan. You may direct us to pay third parties from plan assets, including Financial Professionals. If you want information regarding any Financial Professional compensation, please contact your Financial Professional for this information.
- Deposit Year End Date: 12/31/2017
- Fees may be billed, netted from rate of investment return, or deducted from participant accounts, as directed by an appropriate plan fiduciary.
- The First Deposit Year begins on the stated effective date and ends on the Deposit Year End Date. Subsequent Deposit Years end on the 12-month anniversary of the deposit Year End Date.
- This Fee Summary must be presented by an individual licensed in the applicable State of Delivery. Individual may also need to be a Registered Representative if registered securities are involved.
- This Fee Summary is for illustrative purposes only and does not create, affect or alter any past, present or future agreement or understanding.
- This Fee Summary Principal Life Insurance Company (Principal Life), a member company of The Principal, is submitting for your consideration is based on information concerning your plan submitted to The Principal by your representative. This Fee Summary reflects specific rate level / share class(es) that you and your representative decided upon. You should consider whether the rate level / share class(es) illustrated is most appropriate for you.
- Capitalized terms not defined in this Fee Summary have the same meaning assigned to them under other applicable agreements or contracts.
- The Investment Providers and distributors of certain products and investment options have chosen to offer for sale fund share classes and rate levels with service-and distribution-related fees that may or may not be higher than other available share classes or rate levels of the same product or investment option.
- Financial Professionals can make available a variety of products and investment options from a variety of Investment Providers.

Important Information

- Quarterly participant statements will be available electronically. Participants may elect to receive paper statements. Plan sponsors can also make this plan-level election for participants.
- Data will be submitted to us electronically via www.principal.com. Any non-electronic submissions in excess of three in a calendar year will be considered during your next annual expense review and may result in an increase in fees.
- Investment information given or made available to your Financial Professional is representative of a platform you or another plan fiduciary may select from or use to monitor investment alternatives and is not individualized to the needs of any plan. Principal, its affiliates and their employees have not and will not undertake to provide you or your Financial Professional impartial investment advice or to give you or your Financial Professional advice in a fiduciary capacity, unless so indicated under a separate writing. As a service provider, at your direction, we'll provide investment information to assist you and your Financial Professional (if applicable) with your fiduciary responsibilities. You, or another appropriate plan fiduciary, may select a different platform (or set of investment options) which may have an effect on pricing.
- The compensation Principal, as an entity, receives will vary based on investments you or your Financial Professional chooses for your plan. We have detailed the amounts we receive from the various investments you have chosen on your Fee Summary. Our financial interest in other investments available on our platforms may be found on our website under the Investments tab on principal.com
- Our ability to provide you, or other plan fiduciaries information regarding investments, investment policies or strategies or portfolio composition may be limited if you and/or your Financial Professional are not an Independent Fiduciary as defined by the Department of Labor (DOL).

Footnotes

1 Total Cost reflects the sum of the Total Investment Expense Net and Fees Paid by Plan Sponsor and/or Participants, and is based on the investment options illustrated and chosen service package. It does not include such items as float, slippage/breakage, certain optional services, participant transaction fees or other qualified plan expenses that may be incurred from other service providers. Fees include Principal Trust Company Directed Trust Services or Custodial Services, if applicable. With respect to the establishment and operation of its separate accounts, Principal Life may receive financial benefits as the result of the application of U.S. Tax law. There is no certainty from year to year what, if any, tax benefits Principal Life will receive. Principal Life cannot provide a meaningful estimate of any tax benefit, if any, that Principal Life may receive. Any such benefit, if received, is dependent on the U.S. tax laws, and is a consequence of activity within a particular separate account. The possibility that Principal Life will receive any financial benefits as a result of the application of U.S. tax laws to the activities of its separate accounts does not influence the investment strategy of Principal Life.

2 The fee allocated to Recordkeeping Services is the sum of the Fee Paid by Plan Sponsor and/or Participants and Revenue Sharing to Recordkeeper.

3 Affiliates of Principal Life may receive fees as the Investment Provider and/or the Investment Sub-Advisor for certain investment options. These fees are reflected in this column. The term Investment Provider refers to the providers (i.e. manufacturers) of the investment options we make available to employer-sponsored retirement and savings plans. The Investment Provider may or may not be the same entity as the Investment Manager or Sub-Advisor. Please see prospectus for the Investment Provider for mutual fund investment options. Principal Life is the Investment Provider for all Separate Accounts and pays fees for sub-advisory services to the Investment Manager or Sub-Advisor. When affiliates of Principal Life are both Investment Provider and Recordkeeper, amounts in this column and the Revenue Sharing to Recordkeeper column are determined based on internal allocation assumptions.

4 These are amounts Principal Life as Recordkeeper or an affiliate expects to receive in connection with the services provided to your plan. In the case of mutual funds, these amounts, which include 12b-1 fees, are paid from the mutual funds, including mutual funds provided by an affiliate of Principal Life. Any 12b-1 fees are paid to Principal Securities, Inc. an affiliate of Principal Life. For investment options other than Separate Accounts, these amounts are paid pursuant to contracts between the investment options and Principal Life or its affiliates for services Principal Life or its affiliates provide to retirement plans on behalf of the investment options. In the case of Separate Accounts, these are amounts that are retained by Principal Life, the Investment Provider of the Separate Accounts, and are allocated to recordkeeping based on internal allocation assumptions. Depending on the rate level or share class selected and the agreements in place, a fee credit may be applied to have the effect of reducing the amount of Revenue Sharing Principal Life attributes to the providing of services to the plan. Amounts shown in this column are taken into consideration in setting the price for the investment and service package and do not offset our fees on a dollar-for-dollar basis. For plans that have not entered into a service agreement with Principal Life to provide recordkeeping services, these amounts are for additional administrative and/or reporting services. The Principal LifeTime investment options, Principal LifeTime Hybrid Collective Investment Funds and Principal Strategic Asset Management (SAM) Portfolios invest in underlying investment options. As a result, Total Investment Expense and revenue figures include expenses incurred by the underlying investment options proportionate to their allocations. These underlying expenses and revenue fluctuate throughout the year and are typically updated on an annual basis. We expect the range of fluctuation in disclosed revenue will be no more than an increase or decrease of 0.03%. If the disclosed revenue changes by more than 0.03%, we will notify the plan fiduciary.

5 Total Investment Expense Net is the gross total investment expense less any fee waivers, reimbursements, caps, or reduction of expenses for the investment options, as well as any operating expenses. These are the expenses, as a percentage of net assets, actually borne by the investment option, including interest expense.

6 Total expected fees paid through investment options are an estimate based on the expected amount for each investment option as shown in the table. Fees actually paid through investment options will depend on the investment options chosen for the plan and the value of plan assets directed to those investment options.

7 For comprehensive warranty details on the level of coverage we offer, see the Service Warranty document. Principal Life is not a fiduciary in the broader context of operating any plan.

Disclosures

Investors should carefully consider a mutual fund's investment objectives, risks, charges, and expenses prior to investing. A prospectus, or summary prospectus if available, containing this and other information can be obtained by contacting a financial professional, visiting principal.com, or calling 1-800-547-7754. Read the prospectus carefully before investing.

Before directing retirement funds to a separate account, investors should carefully consider the investment objectives, risks, charges and expenses of the separate account as well as their individual risk tolerance, time horizon and goals. For additional information contact us at 1-800-547-7754 or visit principal.com.

A mutual fund's share price and investment return will vary with market conditions, and the principal value of an investment when you sell your shares may be more or less than the original cost.

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

Asset allocation does not guarantee a profit or protect against a loss. Investing in real estate, small-cap, international, and high-yield investment options involves additional risks.

Specialty investment options may experience greater volatility than funds with a broader investment strategy due to sector focus. These investment options are not intended to serve as a complete investment program by itself.

Fixed-income investment options are subject to interest rate risk, and their value will decline as interest rates rise. Neither the principal of bond investment options nor their yields are guaranteed by the U.S. government.

International investing involves increased risks due to currency fluctuations, political or social instability, and differences in accounting standards. REIT securities are subject to risk factors associated with the real estate industry and tax factors of REIT registration.

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

Each index based investment option is invested in the stocks or bonds of the index it tracks. Performance of indices reflects the unmanaged result for the market segment the selected stocks or bonds represent. There is no assurance an index based investment option will match the performance of the index tracked. Investors cannot invest directly in an index.

The Investment Manager or Sub-Advisor will display "Multiple Sub-Advisors" for certain target-date, target-risk and specialty investment options where the assets are directed by the Investment Manager to multiple underlying investment options. These underlying investment options may use multiple sub-advisors who are responsible for the day-to-day management responsibilities.

Insurance products and plan administrative services are provided by Principal Life Insurance Company. Principal mutual funds are part of the Principal Funds, Inc series. Principal Funds, Inc is distributed by Principal Funds Distributor, Inc. Securities are offered through Principal Securities, Inc., 1-800-547-7754, member SIPC and/or independent broker dealers. Securities sold by a Principal Securities Registered Representative are offered through Principal Securities. Principal Funds Distributor, Principal Securities and Principal Life are members of the Principal Financial Group®, Des Moines, IA 50392.

Disclosures

Any Financial Professional making available any insurance product must be licensed by the appropriate state. Insurance producers are authorized by their license to confer with purchasers about the benefits, terms and conditions of group annuity contracts; to sell group annuity contracts and to obtain group annuity contracts for purchasers. The role of the financial professional in any particular transaction typically involves one or more of these activities.

Depending on the contract(s) the purchaser selects, compensation will be paid by the issuer(s) selling the contract or by another third party to the financial professional. Such compensation may vary depending on a number of factors, including the contract(s) and the issuer(s) the purchaser selects, the volume of business a financial professional provides and the profitability of business sold.

The purchaser may obtain information about compensation expected to be received by the financial professional by requesting such information from the financial professional.