



Education Associates, LP

The Source for Successful School Support Services

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Personnel Services

WebSmart_{by JR³}

You have the right to direct the investment of retirement plan contributions among the investment options offered under the plan. Properly investing retirement contributions is important for planning your future retirement income. You should consider your investment direction decision carefully. This notice provides information regarding where retirement plan funds held for your benefit will be directed in the absence of your investment election. You may direct the investment of the retirement funds by visiting www.principal.com.

Automatic Enrollment: This retirement plan contains an automatic contribution arrangement. This means that in the absence of a salary deferral agreement, you may have been or will be automatically enrolled in the retirement plan to defer 2% of your pay after you have satisfied the plan's eligibility and entry requirements. If you do not wish to be automatically enrolled, you may elect not to defer or to defer another percentage. If you affirmatively elect to make salary deferral contributions, or if you are automatically enrolled, and you do not provide direction as to how contributions made on your behalf should be directed, then the contributions will be directed to the investment option default discussed below.

Investment Option Default

If you do not provide investment direction, or if contributions are received by the plan prior to your investment direction being received in the Corporate Center of Principal Life Insurance Company, contributions will be directed to the applicable Principal LifeTime portfolios (subadvised by Principal Global Investors) based on your current age and the definition of normal retirement age under the retirement plan, which is age _____. See the table below to identify the Principal LifeTime portfolio that will apply based on your current age and when you will reach the plan's normal retirement date.

Normal Retirement Date	Principal LifeTime Portfolio*
Currently at normal retirement date	Principal LifeTime Strategic Income Portfolio*
Between now and end of 2014	Principal LifeTime 2010 Portfolio Separate Account
Between 2015 and end of 2024	Principal LifeTime 2020 Portfolio Separate Account
Between 2025 and end of 2034	Principal LifeTime 2030 Portfolio Separate Account
Between 2035 and end of 2044	Principal LifeTime 2040 Portfolio Separate Account
2045 or later	Principal LifeTime 2050 Portfolio Separate Account

Please see the attached information to learn about the investment option default's investment objectives, risk and return characteristics, and associated fees and expenses.

Right to Direct

You may make changes to your investment direction as allowed under the plan. This includes transferring any contributions from the applicable investment option default to another investment option. Transfers out of the investment option default are not subject to restrictions, fees or expenses¹ for a 90-day period, unless the fees and expenses are charged on an ongoing basis for the operation of the investment². See the information above under "Investment Option Default" for information regarding restrictions fees or expenses after the 90-day period.

¹ Includes surrender charges, liquidation or exchange fees, redemption fees and similar expenses charged in connection with the liquidation of, or transfer from, the investment option default.

² Includes investment management fees, distribution and/or service fees, "12b-1" fees, or legal, accounting, transfer agent and similar administrative expenses.

Additional Information

For additional information about the investment option default or other investment alternatives under the plan please visit www.principal.com or contact Brian Bachik at (254)759-3713 or by email at bbachik@investorsbrokerage.com.

Each Principal LifeTime portfolio is available through a Separate Account or Principal Investors mutual fund. Principal LifeTime Separate Accounts are made available through a group annuity contract with the Principal Life Insurance Company, Des Moines, IA 50392.

Insurance products and plan administrative services provided by Principal Life Insurance Company. Principal Investors Fund, Inc. is distributed by Princor Financial Services Corporation, 800-547-7754, member SIPC. Securities are offered through Princor[®] and/or independent broker/dealers. Securities sold by a Princor Registered Representative are offered through Princor. Princor and Principal Life are members of the Principal Financial Group[®], Des Moines, IA 50392.

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.