

COLLEGE SAVINGS. AT WORK.

Scholar's Edge 529 Plan employee guide

As part of your company's benefits package, you have access to the Scholar's Edge 529 Plan – a tax-advantaged way to save for a loved one's future education expenses.

BENEFITS OF 529 PLANS

TAX ADVANTAGES¹

- Tax-deferred growth of investment earnings
- Tax-free withdrawals for qualified expenses
- Income tax deductions for certain states

CONTROL

- Apply funds toward a range of qualified higher education expenses
- Control portfolio selection and distributions
- Transfer account assets to another family member if the original beneficiary no longer needs the funds for college

BENEFITS OF SCHOLAR'S EDGE 529 PLAN

Scholar's Edge makes life's important choices even easier with flexible options and online accessibility:

- Comprehensive range of investment options
- Low minimum investment with as little as \$1
- High maximum investment of \$500,000 per beneficiary
- No income limit – no matter your salary, you can start saving in the Scholar's Edge 529 Plan
- Online functionality, resources, and helpful tools to easily manage your account

SCHOLAR'S EDGE 529 PLAN PAYROLL DIRECT DEPOSIT FOR EMPLOYEES

- Quick and easy way to save early and often for education
- Automatic deductions keep savings on track
- No upfront sales charges will apply to the purchase of Class A units when contributions are made through payroll direct deposit
- Direct deposit can be changed or cancelled at any time
- No fees for payroll direct deposit
- Your Scholar's Edge 529 Plan travels with you, no matter where you work

ENROLLING IS EASY AS 1-2-3



STEP 1:
Complete the
enrollment form



STEP 2:
Submit form
to your HR or
Payroll team



STEP 3:
Start saving!

SCHOLAR'S EDGE OFFERS A VARIETY OF PORTFOLIO OPTIONS TO FIT YOUR EDUCATION SAVINGS NEEDS

Our experienced investment managers review return forecasts, risk assumptions, tuition and cost growth rates, average account balances, risk tolerance, and average savings rates to create our 529 investment portfolios.

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YEAR OF ENROLLMENT PORTFOLIOS

Designed for those beneficiaries who are expected to enroll in qualified education programs between the target years of the portfolio.

Seek to achieve long-term growth of capital while preserving capital as they approach their applicable target year of enrollment date.

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TARGET RISK PORTFOLIOS

Provide access to broad asset classes, combining exchange traded funds, mutual funds, and life insurance funding agreements.

Allocations gradually becoming more focused toward capital preservation and volatility control as the risk target becomes more conservative.

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INDIVIDUAL PORTFOLIOS

Investors may choose from a wide variety of investment options to create their own personalized investment plan.

Save for your loved one's education with the help of an experienced asset manager – Principal Global Investors. For more information about the Scholar's Edge 529 Plan, including helpful education savings and planning resources, please visit scholarsedge529.com/atwork.

Disclosures:

¹ Please note: earnings on unqualified withdrawals are subject to federal income tax and a 10% federal tax penalty, as well as state and local income taxes. Tax and other benefits are contingent on meeting the requirements, and withdrawals are subject to federal, state, and local taxes.

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Des Moines, IA 50392*

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Investment management by:

