

# Retirement Plan Fee Summary

As of 03/18/2016



<b>Fee for St HOPE Leadership Academy</b>	<b>Fee Paid By Plan Sponsor</b>	0.00%
	<b>Fee Paid By Participants</b>	0.00%
	<b>Total Investment Expense Net</b>	1.18%
	<b>Total Cost <sup>1</sup></b>	1.18%

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

Any additional fees charged by the third party administrator (TPA) will be disclosed separately by the TPA. The TPA may also receive compensation from us in addition to any remuneration that the TPA receives from you or the retirement plan.

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

<b>Plan Characteristics <sup>5</sup></b>	<b>Current Assets:</b> \$1,590,357
	<b>Annual Deposits:</b> \$244,271
	<b>Average Account Balance:</b> \$23,388
	<b>Current Participants with Account Balance:</b> 46
	<b>Terminated Participants with Account Balance:</b> 22

## How the fee is allocated

### Recordkeeping Services <sup>2</sup>

0.45%

### Wilshire's 3(21) Fiduciary Service <sup>3</sup>

0.02%

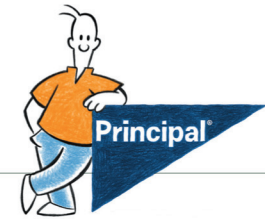
### Your Financial Professional <sup>4</sup>

0.37%

### Revenue Retained by Investment Provider

0.34%

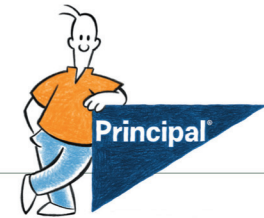
# Investment Options



The investment options below have fees 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.**

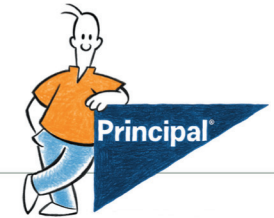
Inv Manager or Sub-Advisor	Investment Option	Current Assets	Revenue Retained by Investment Provider <sup>6</sup>	+	Revenue Sharing to Recordkeeper <sup>7</sup>	=	Total Investment Expense Net <sup>8</sup>
Morley Financial Services, Inc	Principal Stable Value Signature Fund	\$1,363	0.43%	+	0.72%	=	1.15%
	Transition Holding Arrangement	\$0	0.00%	+	0.00%	=	0.00%
Fidelity Management & Research	Fidelity Advisor Total Bond T Fund	\$1,192	0.27%	+	0.50%	=	0.77%
PIMCO	PIMCO Real Return R Fund	\$345	0.45%	+	0.65%	=	1.10%
Fidelity Management & Research	Fidelity Advisor High Income Advantage T Fund	\$2,599	0.52%	+	0.50%	=	1.02%
Fidelity Management & Research	Fidelity Advisor Strategic Income T Fund	\$2,404	0.50%	+	0.50%	=	1.00%
Fidelity Management & Research	Fidelity Advisor New Insights T Fund	\$2,017	0.42%	+	0.75%	=	1.17%
John Hancock Advisors, LLC	John Hancock Disciplined Value R1 Fund	\$1,727	0.72%	+	0.75%	=	1.47%
MFS Investment Management	MFS Mass Investors Trust R2 Fund	\$565	0.22%	+	0.75%	=	0.97%
Principal Global Investors	Principal LargeCap S&P 500 Index Separate Account-R3	\$2,702	0.05%	+	0.67%	=	0.72%
Principal Global/Barrow Hanley	Principal MidCap Value III Separate Account-R3	\$789	0.39%	+	0.83%	=	1.22%
Multiple Sub-Advisors	Principal Trust(SM) Target 2020 Fund R3	\$24,842	0.32%	+	0.83%	=	1.15%
Multiple Sub-Advisors	Principal Trust(SM) Target 2025 Fund R3	\$6,577	0.33%	+	0.83%	=	1.16%
Multiple Sub-Advisors	Principal Trust(SM) Target 2030 Fund R3	\$125,729	0.33%	+	0.84%	=	1.17%
Multiple Sub-Advisors	Principal Trust(SM) Target 2035 Fund R3	\$127,155	0.34%	+	0.84%	=	1.18%
Multiple Sub-Advisors	Principal Trust(SM) Target 2040 Fund R3	\$339,934	0.34%	+	0.84%	=	1.18%
Multiple Sub-Advisors	Principal Trust(SM) Target 2045 Fund R3	\$327,075	0.33%	+	0.85%	=	1.18%
Multiple Sub-Advisors	Principal Trust(SM) Target 2050 Fund R3	\$423,649	0.34%	+	0.85%	=	1.19%
Multiple Sub-Advisors	Principal Trust(SM) Target 2055 Fund R3	\$191,778	0.34%	+	0.85%	=	1.19%

# Investment Options



Inv Manager or Sub-Advisor	Investment Option	Current Assets	Revenue Retained by Investment Provider <sup>6</sup>	+	Revenue Sharing to Recordkeeper <sup>7</sup>	=	Total Investment Expense Net <sup>8</sup>
Multiple Sub-Advisors	Principal Trust(SM) Target 2060 Fund R3	\$1,471	0.34%	+	0.85%	=	1.19%
Fidelity Management & Research	Fidelity Advisor Small Cap T Fund	\$928	0.74%	+	0.75%	=	1.49%
Ivy Investment Management Co	Ivy Mid Cap Growth R Fund	\$935	0.84%	+	0.75%	=	1.59%
Principal Global Investors	Principal MidCap S&P 400 Index Separate Account-R3	\$289	0.05%	+	0.67%	=	0.72%
Templeton Asset Management	Templeton Global Bond R Fund	\$549	0.46%	+	0.68%	=	1.14%
Allianz Global Inv Fund Mgmt	AllianzGI NFJ International Value R Fund	\$888	0.78%	+	0.75%	=	1.53%
Capital Research and Mgmt Co	American Funds New World R3 Fund	\$1,265	0.69%	+	0.65%	=	1.34%
OppenheimerFunds, Inc.	Oppenheimer International Growth R Fund	\$934	0.64%	+	0.75%	=	1.39%
Prudential Investments, LLC	Prudential Global Real Estate R Fund	\$657	0.72%	+	0.75%	=	1.47%
		\$1,590,357					
<b>Total Expected Fees paid through investment options:<sup>9</sup></b>			<b>0.34%</b>	<b>+</b>	<b>0.84%</b>	<b>=</b>	<b>1.18%</b>

## Participant Transaction Fees



<b>Participant Transaction Fees</b>	Loan Set-Up Fee	\$50.00
	Loan Maintenance Fee (\$12.00 deducted quarterly)	\$48.00
	Distribution Fee	\$40.00
	Qualified Domestic Relations Order (QDRO) Processing Fee (per event)	\$350.00

Qualified Domestic Relations Order (QDRO) Processing Fee (per event)

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 with a Safe Harbor plan design.
  - Fees may be billed, netted from rate of investment return, or deducted from participant accounts, as directed by an appropriate plan fiduciary.
  - Billed fees are collected quarterly.
  - 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 outside plan document is used (no SPD provided).
- Deposit Year End Date: 06/30/2017
- 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(s) that you and your representative decided upon. You should consider whether the rate level / share classes(s) 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.
- Data will be submitted to us electronically via [www.principal.com](http://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.

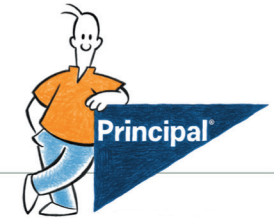
# Footnotes



- 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 less the fee for your Financial Professional.
- 3 The annual fee charged for Wilshire's 3(21) Fiduciary Service is 0.02% of retirement plan assets under management. The annual fee is calculated using retirement plan assets record kept by Principal Life Insurance Company but excluding assets in employer securities, and assets in other investment options that are not part of the Investment Options Universe reviewed by Wilshire as part of the Service. The fee will be collected from all retirement plan assets record kept by Principal Life including employer securities and other assets not reviewed by Wilshire. More information on Wilshire's 3(21) Fiduciary Service is outlined in the *ERISA 3(21) Service for Defined Contribution Plans - Fiduciary Service Agreement* preceded or accompanied with this Fee Summary.
- 4 The amount of compensation shown may reflect the amortized equivalent of the compensation paid to your Financial Professional. This amount may not be paid on all assets. Your Financial Professional may also receive other marketing and service compensation on assets recordkept by Principal Life. The Financial Professional, or the firm they are affiliated with, may receive compensation from us or from another entity through which business is placed. The basis for this compensation will be disclosed to you prior to the sale, or contact us for further information.
- 5 Your fees were set based on assumptions at the time of sale and you have not reached your first annual pricing review.
- 6 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.
- 7 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 Princor Financial Services Corporation 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 provides 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. The amounts received or retained 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.
- 8 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.

## Footnotes

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- 9 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.



**Before investing in mutual funds, investors should carefully consider the investment objectives, risks, charges and expenses of the funds. This and other information is contained in the free prospectus, which can be obtained from your local representative or by contacting us at 1-800-547-7754. Please read the prospectus carefully before investing.**

*Before directing retirement funds to an investment option, investors should carefully consider the investment objectives, risks, charges and expenses of the investment option if any as well as their individual risk tolerance, time horizon and goals. For additional information contact us at 1-800-547-7754.*

*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.*

**An investment in a money market investment option is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Although the investment option seeks to preserve the value of your investment at \$1.00 per share, it is possible to lose money.**

Each index based investment option is invested in the stocks of the index it tracks. Performance of indices reflects the unmanaged result for the market segment the selected stocks 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

Principal Trust Company<sup>SM</sup> is a trade name of Delaware Charter Guarantee & Trust Company, a member company of the Principal Financial Group.



# Disclosures



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