



<http://www.principal.com>

Facts about your Pension:

- The Million Dollar Round Table makes the contributions to provide the pension benefits and pays all related administrative expenses.
- All MDRT employees that attain 1,000 hours per year, are age 20.5 and have completed 6 months of service are eligible to enter the plan.
- The pension benefit is earned as you work for MDRT. The benefit grows with your years of service. Eligible employees are fully vested 5 years after entering the plan.

- **The normal date** for retirement is the first day of the month on or after your 65th birthday , or, the date you have vesting service.

The amount of the benefit you will receive on your normal retirement date will be equal to your earned benefit as of that date.

- **An early retirement date** is considered the first day of the month you choose after the date you no longer work for MDRT and is on or after your 60th birthday or the date you have 5 years of vesting service.

The amount of the benefit payable on early retirement is equal to your earned benefit reduced as provided in the plan because payments begin at a younger age and are expected to continue longer.

- **A late retirement date** is the first day of any month you choose that is the later of your normal retirement date or the date you no longer work for MDRT.

The amount of benefit payable on late retirement is equal to the greater of your earned benefit as of that date or your earned benefit as of your normal retirement date increased as provided by the plan because payments begin at an older age and are expected to continue for a shorter time.

There are 5 ways in which plan benefits can be paid out:

- 1) **Life Annuity** – Payments are made to you for as long as you live. Payments cease upon your death.
- 2) **Certain and Life Annuity** – Payments are made to you for as long as you live. If you die before receiving payments for a certain period you choose, your beneficiary receives the same payments you have been receiving for the remainder of the period. If you die after receiving payments for said period, no further benefits are payable.
- 3) **Survivorship Annuity** – Payments are made to you for as long as you live. You choose a percentage of the income to continue upon your death for the lifetime of the survivor you choose.
- 4) **Single Sum Payment** - Only applies to benefits earned prior to January 1, 2007.
- 5) **Small Amount Single Sum Payment** – Only applies if the benefit to be paid out is \$5,000 or less.

You can view your plan booklet at <http://www.principal.com> for complete information about your benefits.