



P.O. Box 9394  
Des Moines, IA 50306-9394

Principal Life  
Insurance Company

Retirement Plan  
Catch-Up Contribution  
Election Form

**Plan Sponsor Information**

Client Name \_\_\_\_\_ Contract No./Plan I.D. No. \_\_\_\_\_

**Participant Information**

Participant Name \_\_\_\_\_  
Location \_\_\_\_\_ Social Security Number \_\_\_\_\_ Date of Birth \_\_\_\_\_

**Deferral Agreement**

I choose to make catch-up elective deferral contributions. I choose to defer a portion of my current and future salary from my paycheck. This agreement applies to amounts earned until changed by me in writing. I understand that the plan sponsor may reduce my contribution only when required to meet certain plan limits or regulations. I further understand that my total catch-up elective deferral contribution for the 2015 tax year may not exceed \$6,000.

**Deferral Amount**

My election is for:

\$ \_\_\_\_\_ per pay period

or

The maximum catch-up elective deferral contribution divided equally among pay periods.

I would like catch-up elective deferral contributions to begin with my paycheck of \_\_\_\_ / \_\_\_\_ / \_\_\_\_.

I choose not to make a catch-up elective deferral contribution at this time.

**Eligibility**

I understand that to be eligible for a catch-up elective deferral contribution, I must:

1. Turn age 50 or older this year, and
2. Maximize my elective deferral contributions for the year by meeting one of the following limits:
  - Maximum limit on elective deferrals or annual additions as stated by an Internal Revenue Code Section
  - Maximum elective deferral contribution limit stated in the plan document
  - Maximum elective deferral contribution limit as determined by the Actual Deferral Percentage (ADP) nondiscrimination test (Note: This applies to 401(k) plans only.)

If I elect catch-up elective deferral contributions for the year and do not maximize my regular elective deferral contributions, then my catch-up elective deferral contributions will be considered regular elective deferral contributions. I understand my elective deferral catch-up contributions will be invested according to my current elective deferral investment direction.

**X**

Employee Signature

Date