

Principal Life Insurance Company Multi-Life Disability Insurance Underwriting Programs

	FULLY UNDERWRITTEN MULTI-LIFE	SIMPLIFIED MULTI-LIFE	STANDARD ISSUE (GSI)	FALLBACK GSI
Product Design	Full underwriting reviews are conducted and maximum benefit amounts are available.	Provides benefits, up to a set maximum, with no routine medical requirements.	Standard coverage is issued to employees without requiring routine medical inquiries, attending physician statements or electrocardiograms.	Offers the maximum DI benefits available with the safety of a GSI offer if an underwriting concern arises.
Employer Involvement Required	No	No	Yes	Yes
Issue Guidelines	<ul style="list-style-type: none"> Maximum Issue Age: 64¹ Minimum number of lives: 3+ Occupation classes: 5A/5A-M, 4A/4A-M, 3A/3A-M, 2A, A Elimination Periods: 30², 60, 90, 180 or 365 days Benefit Periods: 2 years, 5 years, To Age 65, To Age 67 or To Age 70 Your Occupation Periods: 2 years, 5 years, To Age 65, To Age 67 or To Age 70 		<ul style="list-style-type: none"> Maximum Issue Age: 64¹ Minimum number of lives³: Employer-paid Fallback GSI – 8; employer-paid GSI – 10; employee-paid – 15 with minimum participation limit Occupation classes: 5A/5A-M, 4A, 3A Elimination Periods: 90, 180 or 365 days Benefit Periods: 2 years, 5 years, To Age 65, To Age 67 or To Age 70 Your Occupation Periods: 2 years, 5 years, To Age 65, To Age 67 or To Age 70 	
Maximum Benefit	Up to \$20,000 maximum issue and \$30,000 participation limits	Up to \$5,000/month	Based on census and participating lives, typically up to \$7,500/month.	<ul style="list-style-type: none"> Initially up to maximum issue and participation limits.⁴ Fallback GSI offer based on census and participating lives, typically up to \$5,000/month.
Routine Medical Requirements	Yes	No ⁵	No	Yes (for fully underwritten component)
Attending Physician Statements (APS)/electrocardiograms (EKGs)	Yes	No	No	Yes
Financial Requirements	Individual W-2 or tax forms required.	Employee census	Employee census	Employee census
Discounts	<ul style="list-style-type: none"> Multi-Life – 20% Select Occupation – 10% Mental/Nervous Substance Abuse (MNSA) – up to 10%⁶ 		<ul style="list-style-type: none"> 20%: up to 49 participating lives³ 25%: 50-99 participating lives and all employee-paid cases with 100+ lives 30%: 100+ participating lives (not available for employee-paid cases) Select Occupation – 10% MNSA – up to 10%⁶ 	
Riders	<ul style="list-style-type: none"> Benefit Update Capital Sum Benefit Catastrophic Disability Benefit Conditionally Renewable Policy Cost of Living Adjustment Extended Total Disability Benefit Future Benefit Increase Presumptive Disability Benefit 	<ul style="list-style-type: none"> Regular Occupation Residual Disability and Recovery Benefit Residual Disability Benefit⁷ Short-Term Residual Disability Benefit Recovery Benefit⁷ Supplemental Health Benefit Transitional Occupation 	<p>Common riders available:</p> <ul style="list-style-type: none"> Conditionally Renewable Policy Cost of Living Adjustment <p>Other riders may be available based on Underwriting approval.</p>	<ul style="list-style-type: none"> Fully underwritten – All riders are available. Fallback – Common riders available are Cost of Living Agreement and Conditionally Renewable Policy; other riders may be available based on Underwriting approval.
First-Year Case Commissions⁸	<ul style="list-style-type: none"> 50% – 5A/5A-M - 3A 45% – 2A - A 		<p>Commission percentage determined at time of submission.</p> <ul style="list-style-type: none"> Employer-paid groups: First-year commissions are typically 45%. Employee-paid groups: First-year commissions are typically 40%. 	Full commissions are paid on all Fallback GSI cases.
Additional Features	<ul style="list-style-type: none"> Policy and discounts are portable Policy cannot be terminated (except for failure to pay the premiums) and premiums cannot increase before age 65 Access to free Prescription Drug Discount Program⁹ 		<ul style="list-style-type: none"> Policy and discounts are portable. Program renewals available annually at employer request and Principal Life approval. The DI Solutions Center helps with proposal development, customized enrollment with pre-filled applications and post-sale assistance. Access to free Prescription Drug Discount Program⁹ 	