



Principal Life Insurance Company
Des Moines, IA 50306-9394

Enrollment form
DERMALOGICA, LLC 401(K) PROFIT SHARING PLAN
Contract/Plan ID Number: 4-48818
CTD01321

Your employer's retirement plan includes an automatic contribution arrangement once you reach your enrollment effective date. This may mean you'll be automatically enrolled to contribute a portion of your pay to your account unless you elect otherwise (refer to the notice provided by your plan sponsor for details).

My personal information (please print with black ink)

Name			Phone number	Email address
Last	First	MI	- -	
Address				
Street	City	State	Zip	Country
Social Security number	Date of birth	Gender	Marital status	
- -	/ /	<input type="radio"/> Male <input type="radio"/> Female	<input type="radio"/> Single <input type="radio"/> Married	
Expected retirement age	Original date of employment	NOTE: The email address you submit will be used for services provided by Principal Group®, unless otherwise elected. We will not provide your email to third parties. For more information, see your privacy policy at principal.com.		
	/ /			
If you were rehired, complete these dates:	Date of termination	Date of rehire		
	/ /	/ /		

Rollover funds

☐ **Yes!** Help me roll over retirement savings from a previous employer's retirement plan.

Complete if you would like to consolidate retirement savings.

Please ☐ **call** or ☐ **email** me to discuss my options. My estimated rollover balance is \$ _____.

To learn about rollover opportunities now, call The Principal at 1-800-547-7754, Monday – Friday, 7 a.m. - 9 p.m. CT.

Complete all 3 Steps **1** **2** **3** to enroll in the retirement savings plan, or to make changes to your contribution percentage.

1 My contributions^A

Take advantage of your employer's match! (pick one)

☐ I elect to contribute _____% (3% to 75%) of my current and future pay per pay period before taxes, and/or I elect to contribute _____% (3% to 75%) after taxes as Roth after-tax elective deferral contributions. This will also apply for my current and future bonus pay.

My contributions

- ☐ I am already enrolled, but I want to change my contribution to ____% (3% to 75%) of my current and future pay per pay period as pre-tax contributions, and/or change my contribution to ____% (3% to 75%) of my current and future pay per pay period as Roth after-tax elective deferral contributions. This will also apply for my current and future bonus pay.
- ☐ I choose **not to contribute** to the retirement plan at this time.

Principal Step Ahead Retirement OptionSM (Annual Increase)

(optional, but may help you stay on track)

In addition to electing to contribute a portion of my current and future pay per pay period, I would also like to automatically increase my contribution amount each year. I may opt out or change the annual increase at any time.

- ☐ **Increase** my pre-tax salary deferral contribution by ____% each year for the next ____ years **or** until my contribution totals ____%.^A
- ☐ **Increase** my after-tax Roth Elective deferral contribution by ____% each year for the next ____ years **or** until my contribution totals ____%.

This increase will be initiated each 04/01 or the next date allowed by the plan.

^A Elective deferral contributions are limited to the lesser of the plan or IRS Limit for the current calendar year. See plan summary or your employer for limits.

2 My investment choices

Please elect **One of the two choices** by checking the box(es) and completing the applicable information for your choice.

(If you are already enrolled and want to make changes to how future contributions are directed, visit principal.com or call 1-800-547-7754.)

Choice A: Quick Option — Principal LifeTime Separate Accounts☐ I elect a **Quick Option — Principal LifeTime Separate Accounts**

I understand contributions will be directed to the plan's Qualified Default Investment Alternative; one of the Principal LifeTime Separate Accounts based on the plan's normal retirement date.¹ I have read the plan's QDIA notice and enclosed investment information related to this investment. **I do not want to make another investment election at this time, and this will be treated as my investment option direction.**

Still need help? Log into your account at Principal.com for more investment options available to you through your employers retirement plan.

(Please refer to the Investment Option Summary for more information.)

> If you've completed this section, move ahead to **My signature!** **3**

¹ Principal LifeTime Separate Accounts are available as another way to use an asset allocation strategy that may be right for you. There are other investment options available under the retirement plan, and you should review them all. Reviewing all investment options can help you decide whether you wish to design your own mix of investment options. Please note that your contribution will be directed to the plan's QDIA - Principal LifeTime Separate Accounts based on a particular target date or retirement date. If you would rather choose your own mix of investment options, you may do so by completing the Build My Own Portfolio section of this form or visiting principal.com.

Choice B: Build my own portfolio☐ I elect the following investment options (enter percentages below.)

(Please refer to the Investment Option Summary for more information.)

**New
contributions**

Short-Term Fixed Income

Guaranteed Interest Accounts/Investments
(Choose up to 1)

Guaranteed Interest Account 3 year _____ %

Guaranteed Interest Account 5 year _____ %

Principal Global Investors

Liquid Assets Separate Account ^A _____ %

Short-Term Income Separate Account ^A _____ %

Fixed Income**Principal Global Investors**

Core Plus Bond Separate Account ^A _____ %

Income Separate Account ^A _____ %

Principal Real Estate Inv

U.S. Property Sep Acct ^{A*} _____ %

Balanced/Asset Allocation**Multiple Sub-Advisors**

Principal LifeTime Strategic Income Separate Account ^A _____ %

Principal LifeTime 2010 Separate Account ^A _____ %

Principal LifeTime 2015 Separate Account ^A _____ %

My investment choices

	New contributions
Principal LifeTime 2020 Separate Account ^A	_____ %
Principal LifeTime 2025 Separate Account ^A	_____ %
Principal LifeTime 2030 Separate Account ^A	_____ %
Principal LifeTime 2035 Separate Account ^A	_____ %
Principal LifeTime 2040 Separate Account ^A	_____ %
Principal LifeTime 2045 Separate Account ^A	_____ %
Principal LifeTime 2050 Separate Account ^A	_____ %
Principal LifeTime 2055 Separate Account ^A	_____ %
Principal LifeTime 2060 Separate Account ^A	_____ %
Large U.S. Equity	
BlackRock Advisors, LLC	
BlackRock Equity Dividend Investor A Fund	_____ %
Columbus Circle Investors	
LargeCap Growth Separate Account ^A	_____ %
Principal Global Investors	
LargeCap S&P 500 Index Separate Account ^A	_____ %
LargeCap Value Separate Account ^A	_____ %
T. Rowe Price/Brown Advisory	
LargeCap Growth I Separate Account ^A	_____ %
Small/Mid U.S. Equity	
AB/Brown/Emerald	
SmallCap Growth I Separate Account ^A	_____ %
DFA/Vaughan Nelson/LA Capital	
SmallCap Value II Separate Account ^A	_____ %
LA Capital Mgmt/Victory	
MidCap Value I Separate Account ^A	_____ %
Principal Global Investors	
MidCap S&P 400 Index Separate Account ^A	_____ %
MidCap Separate Account ^A	_____ %
SmallCap S&P 600 Index Separate Account ^A	_____ %
International Equity	
Origin Asset Management LLP	
International I Separate Account ^A	_____ %
Principal Global Investors	
Diversified International Separate Account ^A	_____ %
International Emerging Markets Sep Acct ^A	_____ %
TOTAL of all lines:	100 %

*This investment option is subject to investment and liquidity risk and other risks inherent in real estate such as those associated with general and local economic conditions. If you elect to contribute funds into the U.S. Property Separate Account, withdrawals may be delayed for up to 3 years.

Your investment election will be effective when it is received in the Corporate Center of The Principal by the close of market. Forms received after the close of market will be processed on the next open market date. If no investment election is received, or contributions are received prior to your investment election, contributions will be directed according to the plan's default investment alternative(s): Principal LifeTime Separate Account <based on your current age and the plan's normal retirement date>.

Please log in to principal.com for more details.

If you've completed this section, move ahead to **My signature!**

3

3 My signature

Please sign, then give this completed form to your benefits representative.

This agreement applies to amounts earned until changed by me in writing. I understand my plan sponsor may reduce my contributions only when required to meet certain plan limits. I will review all statements regularly and report any discrepancy to Principal immediately.

Signature

X

Date

Be sure you have completed all **3 steps**

1 2 3

Important Information

The subject matter in this communication is provided with the understanding that The Principal® is not rendering legal, accounting, or tax advice. You should consult with appropriate counsel or other advisors on all matters pertaining to legal, tax, or accounting obligations and requirements.

- ^A Sub-Advised Investment Options include Separate Accounts available through a group annuity contract with the Principal Life Insurance Company. Insurance products and plan administrative services, if applicable, are provided by Principal Life Insurance Company a member of the Principal Financial Group, Des Moines, IA 50392. See the fact sheet for the full name of the Separate Account. Certain investment options may not be available in all states or U.S. commonwealths. Principal Life Insurance Company reserves the right to defer payments or transfers from Principal Life Separate Accounts as described in the group annuity contracts providing access to the Separate Accounts or as required by applicable law. Such deferment will be based on factors that may include situations such as: unstable or disorderly financial markets; investment conditions which do not allow for orderly investment transactions; or investment, liquidity, and other risks inherent in real estate (such as those associated with general and local economic conditions). If you elect to allocate funds to a Separate Account, you may not be able to immediately withdraw them.

Your plan sponsor has chosen to make available to you all of the investment options listed on this enrollment form.

Insurance products and plan administrative services are provided by Principal Life Insurance Company, a member of the Principal Financial Group® (The Principal®), Des Moines, IA 50392.

- ¹ Principal LifeTime portfolios are available as another way to use an asset allocation strategy that may be right for you. There are other investment options available under the retirement plan, and you should review them all. Reviewing all investment options can help you decide whether you wish to design your own mix of investment options. Please note that your contribution will be directed to the Principal LifeTime portfolio based on a particular target date or retirement date. If you would rather choose your own mix of investment options, you may do so by completing the Build My Own Portfolio section of this form or visiting principal.com.

Information in this enrollment form should not be construed as investment advice.

This workbook content is current as of the production date noted below. If there are any discrepancies between this information and the legal plan document, the legal plan document will govern. If the production date is older than three months or has passed a quarter end, you should contact your plan sponsor or log in to principal.com for current retirement plan and investment option information. The member companies of the Principal Financial Group® prohibit the manipulation of this workbook content. If your plan sponsor elects to provide this workbook electronically, The Principal® is not responsible for any unauthorized changes.

© 2017 Principal Financial Services, Inc.

PG4711-12 | 08/2017 | t1604060421