



Individual disability insurance

Competitive compensation

Comprehensive rewards for your sales efforts

The compensation package from Principal® rewards you for individual disability insurance business in three ways:

- 1 | **First-year commissions** for what you write today
- 2 | **Renewal commissions** for business that stays on the books
- 3 | **Bonuses** that encourage long-term, quality business

First-year and renewal commission schedules

Effective Jan. 1, 2023, for the following:

Disability income for occupation classes A to 6A+

Disability income for M & D¹ occupation classes age² 40 and above

Business products for all occupation classes

First-year commission = 50%

Renewal commission schedule:

Premium ³		Renewal commission ⁴	
From	Up to	Years 2-10	Years 11+
\$0	\$5,000	2.5%	0%
\$5,000	\$10,000	5%	2%
\$10,000	\$25,000	7.5%	2%
\$25,000	\$50,000	10%	2%
\$50,000	\$100,000	11.5%	2%
\$100,000+		13%	2%

Premium from the business segments included in this schedule for policies with a policy date prior to Jan. 1, 2023, will be included to determine your renewal tier.

The renewal commission rate for policies that conditionally renew is 4% for all years.

Disability income for M & D¹ occupation classes under age² 40

First-year commission = 50%

Renewal commission schedule:

Premium ³		Renewal commission ⁴	
From	Up to	Years 2-10	Years 11+
\$0	\$25,000	2.5%	0%
\$25,000	\$50,000	5%	2%
\$50,000	\$100,000	7.5%	2%
\$100,000	\$200,000	10%	2%
\$200,000	\$400,000	11.5%	2%
\$400,000+		13%	2%

Premium from the business segments included in this schedule for policies with a policy date prior to Jan. 1, 2023, will be included to determine your renewal tier.

The renewal commission rate for policies that conditionally renew is 4% for all years.

Older ages and first-year commission

Principal[®] Income Protector

Coverage period	Issue ages ²	Commission
To age 65	61-64	25%
	65+	4%
To age 67	61-66	25%
	67+	4%
To age 70	61-69	25%
	70+	4%

Series 700

Coverage period	Issue ages ²	Commission
To age 65	61-64	25%
	65+	4%

Policies with a policy date prior to Jan. 1, 2023 (includes adjustments on those policies)

First-year commission = 50% for occupation classes 6A – 3A, 45% for occupation classes 2A – A (up to age 65)

Renewal commission schedule:

Premium ³		Renewal commission ⁴		
From	Up to	Years 2-5	Years 6-10	Years 11+
\$0	\$10,000	5%	5%	3%
\$10,000	\$20,000	10%	7%	3%
\$20,000	\$30,000	12%	10%	3%
\$30,000+		15%	13%	3%

Premium from all business segments will be included to determine your renewal tier.

The renewal commission rate for policies that conditionally renew is 4% for all years.

Guaranteed Standard Issue first-year commission

Principal® Income Protector

	Employer paid			Voluntary paid		
	Discount	Commission		Discount	Commission	
Discount	10%-25%	30%	35%-40%	0%-10%	15%	20%-25%
Commission	45%	40%	35%	40%	35%	30%

Series 700 (policies with a policy date of Jan. 1, 2023, and after)

	Employer paid		Voluntary paid
	Discount	Commission	Discount
Discount	20%-25%	30%	20%-30%
Commission	45%	40%	30%

Series 700 (policies with a policy date prior to Jan. 1, 2023 – includes adjustments on those policies)

	Employer paid		Voluntary paid	
	Discount	Commission	Discount	Commission
Discount	20%-25%	30%	20%-25%	30%
Commission	45%	35%	40%	30%

New Business Bonus^{5,6}

Increase your earning potential with a bonus when you place new business with us. The more you sell, the greater the bonus for the following:

Disability income for occupation classes A to 6A+

Disability income for M & D¹ occupation classes age² 40 and above

Business products for all occupation classes

Disability income for M & D¹ occupation classes under age² 40

Premium ³		Bonus
From	Up to	
\$0	\$25,000	0%
\$25,000	\$50,000	5%
\$50,000	\$100,000	10%
\$100,000+		15%

Premium ³		Bonus
From	Up to	
\$0	\$50,000	0%
\$50,000	\$100,000	5%
\$100,000	\$400,000	10%
\$400,000+		15%

Premium from the business segments included in this schedule for policies with a policy date prior to Jan. 1, 2023, will be included to determine your bonus.

In-Force Bonus⁵

We also reward you for maintaining and growing your book of business with us.

2023 Premium ³		Premium in force at the beginning of 2024						
		From	Up to	From	Up to	From	Up to	
		\$0	\$50,000	\$50,000	\$150,000	\$150,000	\$300,000	\$300,000+
From	Up to	Bonus						
\$0	\$25,000	0%		0%		0%		0%
\$25,000	\$50,000	0%		1%		2%		3%
\$50,000	\$100,000	0%		2%		3%		4%
\$100,000+		0%		3%		4%		5%

Bonus is paid on 2023 premium in force at the end of 2024.

- ¹ For Principal Income Protector, this includes all occupation classes with a suffix M or D. For Series 700 and older products, this includes occupation classes with a suffix A-M. See underwriting guide for a complete list.
- ² Age is the issue age for the policy and for any subsequent adjustments made to the policy.
- ³ Premium is annualized first-year premium.
- ⁴ Renewal commissions in policy years 11 and later are contingent upon \$10,000 of new sales premium on disability insurance policies issued in the prior calendar year for each schedule. If you're retired and have \$125,000 of individual disability insurance premium in force at the time of your retirement, the new sales contingency does not apply. You must notify us in writing of your retirement.
- ⁵ Paid in addition to first-year and renewal commissions or other bonuses paid.
- ⁶ This is for single producers who have an active contract at the time of payout. It's not for producer groups or for those receiving management compensation.

principal.com

Insurance products issued by Principal National Life Insurance Company (except in NY), Principal Life Insurance Company®, and the companies available through the Preferred Product Network, Inc. Securities offered through Principal Securities, Inc., member SIPC, and/or independent broker/dealers. Referenced companies are members of the Principal Financial Group®, Des Moines, Iowa 50392, www.principal.com.

If there are any inconsistencies between this document and the Commission Schedule, the Commission Schedule shall govern.

If you receive contingent compensation under an existing agreement, the company requires that, before sale or renewal, you disclose to the insurance customer (including group annuity customers) that you (or your firm) may receive contingent compensation (cash or otherwise) as a result of the sale or renewal. Disclosure is required whether the compensation is from Principal® or a company of the Preferred Product Network, Inc.

Please remember to abide by the company's policy on disclosure of compensation. You can obtain more information, as well as a sample disclosure form, at www.principal.com.

Final determination of the bonus amount and/or payment rests solely with Principal. The bonus schedule may change or terminate at any time without prior notice.

For financial professional information only. Not for use with consumers or the public.

<p>Not FDIC or NCUA insured</p> <p>May lose value • Not a deposit • No bank or credit union guarantee</p> <p>Not insured by any Federal government agency</p>
--

Principal®, Principal Financial Group®, and Principal and the logomark design are registered trademarks of Principal Financial Services, Inc., a Principal Financial Group company, in the United States and are trademarks and service marks of Principal Financial Services, Inc., in various countries around the world.