

The Principal Financial Group®





Great people make great companies.

No matter what your point of view, one thing is clear. You can see the future from here. At the Principal Financial Group®, we see the world from a number of perspectives – 15,000 of them, in fact. That’s how many great employees we have giving our customers an edge every day. And they’re doing it in Iowa, across the United States and around the world.

What defines you – defines us.

At The Principal, the collection of our backgrounds is what makes us different, unique. Culture. Age. Experience. Skill. Education. Ability. Perspective. We all have something to bring to the table. And, that something is what helps us serve our customers and understand their financial needs. It's only through a diverse team, that we can be successful in serving people around the world. Our culture, total compensation, approach to diversity and commitment to our communities is a winning combination. And, that's what makes it a great place to work. Because, at the end of the day, our focus on our employees makes focusing on our customers that much easier.

What's it like working at The Principal?

Ask our 15,000 employees and you'll get just as many answers. You'll probably hear some common themes – opportunity, innovation, integrity, fun, flexibility, great benefits and competitive pay. But don't take our word for it, see what our employees say about working at The Principal:

| “My leader understands that I like to know the big picture and she helps to further my professional development.” **Mathew** | “As an IT developer, I'm allowed to convert ideas into reality – even if it means trying something new and different.” **Kim** | “I appreciate having a flexible work schedule. As a working mother with three young children, I can't imagine what my work life would be like without it.” **Kris** |

It's a great place to work.

Of all our accomplishments, The Principal takes the most pride in having created one of the best places to work in the world. Again, don't just take our word for it, consider these sources:

| *FORTUNE'S* "100 Best Companies to Work For" | *Working Mother* magazine's "100 Best Companies for Working Mothers" |
Computerworld magazine's "100 Best Places to Work in IT" | *LATINAStyle* magazine's "50 Best Places for Latinas to Work" |
Wellness Councils of America – America's Healthiest Companies | AARP's Best Employers for Workers Over 50 | *Essence*
magazine – 30 Great Places to Work | *Capital* magazine – Top 25 Best Places to Work in Chile |

We've created one of
the **best places** to work
in the world.



Give yourself an edge.

Most employers provide benefits – but few can compete with The Principal. After all, we’re champions of financial well-being – we help other companies provide great benefits for their employees. So it only makes sense we’d do the same for our own. We ask our employees what’s important to them and design a benefits program that considers their health, time, family situation, professional growth and financial futures. Our pay and benefits give our employees choices and help them balance life in and outside of work.

And, it doesn’t stop there. Once you’re here, you’ll find many ways to give your career an edge. Mentoring, networking and on-the-job training are only a few examples of opportunities to keep you and your career challenged and growing.

OUR COMPETITIVE TOTAL COMPENSATION PACKAGE OFFERS:

| 401(k) | Pension Plan | Employee Stock Purchase Plan | Free access to on-site financial services professionals | Personal Time Off | Flexible Work Arrangements | Working Caregiver Leave | Long-Term Disability Coverage | Volunteer Time Off | Medical, dental & vision insurance | Health and wellness programs, including on-site fitness facilities | Matching gift program | No Meeting Fridays | Free Drink Mondays | Adoption Leave and Reimbursement | Lactation Centers | Domestic partner benefits |

And much more!

A culture of many.

We're a growing, global organization with a unique appreciation for diversity. At The Principal, diversity is not just about what makes each of us different – it's also about what we have in common. When you bring the two together, it makes us all better. That's why we look for diversity in the talent we hire and provide the tools to thrive once you're here. Flexible work schedules, prenatal care programs, a Muslim prayer room, domestic partner benefits and resource groups for employees of varied cultural backgrounds are just a few examples of what we offer employees to create an environment of learning, sharing and excelling. Current employee resource groups include: African American/Black, Asian, Disability, Gay/Straight Alliance, Hispanic/Latino and Muslim.

| “Diversity to me means a wonderful mix of different people. People from various ethnic, religious and cultural backgrounds working together. That’s what I’ve experienced at The Principal. I’m involved in an employee resource group because it’s given me opportunities to network with people from a variety of backgrounds.” **Terri** | “My definition of diversity includes recognizing, appreciating and learning about people different from me. The Principal supports building and sustaining an inclusive environment. The length we take to educate employees, the community and customers about everything from cultural differences to succeeding in business demonstrates our commitment.” **Diana** | “Building a culture with its foundations on diversity helps us give the best to our customers and shareholders. I contribute to making The Principal a great place to work because I can lend my experience about the Asian culture to fellow employees and leaders.” **Ram** |

Focus on community.

When you give, you get. And, that's apparent in the communities where we do business. It's through charitable giving, volunteer efforts and sponsorships that we're able to educate our neighbors and promote topics of diversity where we do business.

The Principal is a leader in supporting the arts, education and United Way. We believe in pitching in...getting involved...making a difference. And it's about more than giving money to worthy causes. Through the Principal Volunteer Network and our Volunteer Time Off benefits, we log tens of thousands of volunteer hours each year – helping neighborhood schools, assisting United Way agencies and supporting community activities to build stronger and smarter communities.

We also support

| [Asian Heritage Month](#) | [Juneteenth](#) | [Disability Mentoring Day](#) | [World Food Festival](#) | [Habitat for Humanity](#) | [Latino Heritage Festival](#) |

And so much more!

Give your career an edge
at The Principal.



See your future here.

There's no better time to consider joining The Principal. And you don't need to be an expert in financial services, either. We're looking for smart, confident and creative people to fill roles in several professions and fields including:

| Actuarial | Accounting | Equities/Asset Management | Finance | General Business | Human Resources | Information
Technology | Journalism and Public Relations | Marketing | Real Estate | Sales | Wellness and Health |

Want to be part of our team?

We have hundreds of career opportunities open right now. Apply online today. Here's how:

1. Create your profile by visiting www.principal.com/careers.
2. Choose a location
3. Within the Careers site, select "Search or Apply for Jobs."
4. Select the link under "Get Started" to access the online job search and application tool.
5. Follow the steps to enter your information online.
6. Select the appropriate source code.

Now you're ready to search and apply for positions! Find positions of interest and place them in your job basket. Simply follow the steps to complete your application and click submit.

About the company

We're in the business of helping people reach financial security. And keeping them secure. From simple planning tools to a wide range of financial products, we've been helping individuals and businesses of all sizes for more than 125 years. You don't have that type of success without an eye toward the future. We're champions of growing businesses – businesses owned by more women and minorities than ever before. That's why we're proud to help make these growing businesses better. From our sponsorship of business owner research and multicultural networking events to our support of diverse suppliers, The Principal is committed to creating opportunities for entrepreneurs.



WE'LL GIVE YOU AN EDGESM

Principal Life Insurance Company, Des Moines, Iowa 50392-0001, www.principal.com