Workplace Benefits Solutions
Principal Life Insurance Company®
711 High Street
Des Moines, IA 50392-0002

020338 KIT4714
BLACKBURN FOUNDATION REPAIR LLC
KRISTY KOPROWICZ
31259 64TH AVE PATH
CANNON FALLS MN 55009

October 30, 2025

RE: **Important notice: Evidence of Insurability requirements for life policyholders**
Account number 1154616

Thank you for trusting Principal® with your group term life and/or voluntary term life coverage. By offering life insurance, you're helping protect what matters most to your employees—their families' financial security.

Our group life insurance policies provide for a guaranteed issue amount. This is the amount of coverage employees (and sometimes dependents) are eligible for, regardless of health status, if they enroll during the initial 31-day enrollment period.

Additional information may be required before we can approve some applications. Proof of good health—also known as evidence of insurability (EOI)—will likely be needed if the applicant:

- Requests an amount of coverage above the guaranteed issue amount, or
- Applies for coverage outside the enrollment period, or
- Applies for voluntary term life amounts beyond the extra increment amount at annual enrollment. (When an individual has voluntary term life insurance, they may increase coverage by a set dollar amount—known as increments—each year.)

Premium payment during EOI review

When EOI is required for coverage, Principal needs time to review the application. While the EOI is under review by Principal, it's important that you (or your third-party vendor) only deduct or collect premiums from the employee for the guaranteed issue amount.

Contract rider descriptions are not intended to cover all restrictions, conditions or limitations. Refer to rider for full details.

Insurance issued by Principal Life Insurance Company®, Des Moines, IA 50392

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Do not deduct or collect premiums for the portion of coverage that requires EOI (the "pending coverage amount") before Principal has approved the application.

If you collect premiums for a pending coverage amount before Principal has reviewed the EOI and approved the application, and the employee or dependent dies, you may be responsible for paying the death benefit amount above the guaranteed issue to the named beneficiary.

If the requested coverage is approved, you will receive a written notice of approval from our underwriting department that includes a coverage effective date. Begin payroll deductions for the pay period immediately following the effective date. If the requested coverage is declined, you and the employee will receive a written notice.

Your responsibilities

Your responsibilities regarding EOI depend on the type of accounting method used for your policy. Because you have chosen standard accounting, Principal will identify when employees or dependents need EOI for elected coverage and will provide the required forms to complete.

In all cases, if you use a third-party payroll or benefits vendor, you should work with your vendor to ensure the vendor does not deduct premiums for pending coverage amounts before the EOI and application are approved by Principal.

If you have questions about EOI, please contact us at 800-843-1371.

Sincerely,

Principal Life Insurance Company