FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

wasiniyion,	D.C.	20343	

Tudamington, 5101 200 10	OMB APPROVAL			
STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP	OMB Number:	3235-028		
	Estimated average bur	rden		

hours per response:

0.5

Check this box if no longer subject to
Section 16. Form 4 or Form 5
obligations may continue. See
Instruction 1(b).

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

	nd Address o	f Reporting Person <sup>*</sup> <u>Mark</u>				RINC			cker or Tradin NANCIA			JP INC		(Ched	ck all applic	cable)	g Pers	ion(s) to Issi 10% Ow Other (s	/ner
(Last) (First) (Middle) 711 HIGH STREET				3. Date of Earliest Transaction (Month/Day/Year) 03/27/2020								X	below)	.0	bal A	below)	. ,		
(Street) DES MC	DINES IA	A	50392		4. If	Ame	ndment, I	Date	of Original Fi	led (	Month/Da	ay/Year)		6. Ind Line) X	Form f	iled by One	Repo	(Check Apporting Person One Report	ı
(City)	(S	tate)	(Zip)												Persor	1			
	Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned																		
Date				Execu Day/Year) if any		Execution f any	A. Deemed kecution Date, any Month/Day/Year)		Transaction Disposed (Code (Instr. 5)		ities Acquired (A) or d Of (D) (Instr. 3, 4 a				es ally Following	Form: (D) or	orm: Direct ) or Indirect (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)	
							Code	,	Amount (A) or (D)		r <sub>Pri</sub>	ce	Transac	Reported Transaction(s) (Instr. 3 and 4)		-			
		7							uired, Dis , options						Owned				
Derivative Conversion Date Execuserity or Exercise (Month/Day/Year) if any		3A. Deeme Execution if any (Month/Da	Date, Trans Code		nsaction de (Instr. Secur Acqui (A) or Dispo of (D) (Instr. and 5		tive ties ed sed	Expiration D	. Date Exercisable and xpiration Date Month/Day/Year)		7. Title and Amount of Securities Underlying Derivative Securit (Instr. 3 and 4)			3. Price of Derivative Security (Instr. 5)	9. Number derivative Securities Beneficiall Owned Following Reported Transactio (Instr. 4)	Ownershi Form: Direct (D) or Indirec (I) (Instr. 4		11. Nature of Indirect Beneficial Ownershi (Instr. 4)	
					Code	v	(A)	(D)	Date Exercisable	Ex Da	piration te	Title	Amor or Numl of Share	oer					
Phantom Stock Units	(1)	03/27/2020			A		140.5		(2)		(2)	Common Stock	140	.5	\$32.6	8,322		D	

## **Explanation of Responses:**

- 1. The units convert to common stock on a one-for-one basis.
- 2. Acquired pursuant to the Principal Financial Group, Inc. Select Savings Excess Plan and may be transferred at any time into another investment alternative under that plan. Interests under the plan will be settled upon the reporting person's retirement or other termination of service.

## Remarks:

Alex P. Montz, by Power of Attorney

03/31/2020

Date

\*\* Signature of Reporting Person

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

- \* If the form is filed by more than one reporting person, see Instruction 4 (b)(v).
- \*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.